

## DEPARTMENT OF SURGERY DIVERSITY, EQUITY AND INCLUSION SURVEY



**Beth Ann Reimel, MD**  
Clinical Assistant Professor  
DOS DEI Council Member

In winter 2020, the **Department of Surgery (DOS) Diversity Council** designed a survey to examine the department's current stance regarding Diversity, Equity, and Inclusion (DEI). The survey aimed to understand who the Department's employees are as people and healthcare providers, where to focus the time and efforts of the Diversity Council, and to ensure the Council intentionally addresses DEI concerns and initiatives. While this was follow-up to our initial 2015 diversity survey, the 2020 survey was re-imagined, with new questions and a new format.

The survey deployment was postponed due to the COVID-19 pandemic, but ultimately distributed via email in May 2020. It was delivered to 507 DOS residents, fellows, faculty, and staff, resulting in a 59% response rate.

Survey results were shared during the October 2020 Harkins Symposium, and in detail during February 2021 Grand Rounds. Our Grand Rounds discussion also incorporated definitions and discussion around the acronym URM as denoting both "under-represented minority" and "under-represented in medicine."

Department members felt that our leading DEI priorities are:

- recruitment of URM faculty
- health disparities research
- pipeline work for children high school-aged and younger.

Other highly rated focus areas were patient-facing DEI resources, pipeline work for URM residents & fellows, and retention of URM faculty.

The DOS DEI Council will use the survey data to move forward with initiatives that resonate with our department members and fit the needs of our department. The DEI Council would like to thank all for their interest and participation.

**Beth Ann Reimel, MD**

*Department of Surgery DEI Council Member  
Clinical Assistant Professor  
Division of Trauma, Burn, & Critical Care Surgery*

Dear Harkins Society Members and Graduates of the University of Washington Surgical Training Programs,



**Nicole K. Zern, MD**  
President, Harkins' Society  
UW General Surgery  
Graduate 2015

Akin to 2020, 2021 has been a year of unprecedented events in our world and our lives. Despite the global pandemic, we have continued to train excellent surgeons and maintain a robust clinical experience for our trainees. We were honored to celebrate our recent residency graduates in June 2021 from the Department of Surgery (DOS) training programs: General Surgery, Plastic Surgery, Cardiothoracic Surgery, and Vascular Surgery. We also celebrated our **fellowship graduates**.

As you know, the fall season brings several occasions to gather as fellow alumni. There will again be no Harkins Society alumni gathering at the American College of Surgeons meeting as it is entirely virtual this year, but we remain optimistic for 2022! The Harkins Symposium was held virtually Friday, October 8th, 2021. This year we were honored to host Dr. Henri R. Ford as the 72nd Strauss Visiting Lecturer. Dr. Ford is a pediatric surgeon as well as the Dean of the University of Miami Leonard M. Miller School of Medicine.

We appreciate your patience as our website is revised and temporarily unavailable. Details about the Society and future events can be found on the Department of Surgery **website**.

**Nicole K. Zern MD, FACS**  
*President, Harkins Society  
UW General Surgery Graduate 2015*