

Diversity, Equity, and Inclusion (DEI) Initiative

Change the face of dermatology – AAD strategic plan to increase diversity in the dermatology specialty and increase excellence in patient care across the full spectrum of the population

Why It Matters

Racial and ethnic minorities in the US experience higher rates of morbidity and mortality compared to non-minorities, even when accounting for factors known to contribute to health disparities. There is much room for DEI improvement in dermatology as studies have shown:

1. Physicians who did not work with diverse patients in their residency or haven't been trained on darker pigmented skin are more likely to misdiagnose cutaneous disorders in people of color.
2. Racial and ethnic diversity of dermatologists ranks in the lower third compared to other specialties.
3. Interventions to eliminate health disparities must be comprehensive and integrated into the education of Fellows of the AAD dermatologists and trainees.

Solution

3-year DEI plan and initiatives to address gaps in diversity, equity, and inclusion within the Academy. Approved in 2020, this plan takes a 4-pronged approach to:

1. Promote and facilitate diversity, equity, and inclusion within the AAD – its governance, structures, and programs.
2. Ensure patient care, education, and research encompass health disparities and skin of color, and advocate for Black/African American, Latino/é, Alaska Native American Indian, and Pacific Islander patient representation in research.
3. Expand the Academy's advocacy priorities to include emphasize addressing health inequities.
4. Increase the number of practicing dermatologists from the population underrepresented in medicine and provide leadership and professional development opportunities.

Under the plan, a variety of DEI initiatives are underway including, among others:

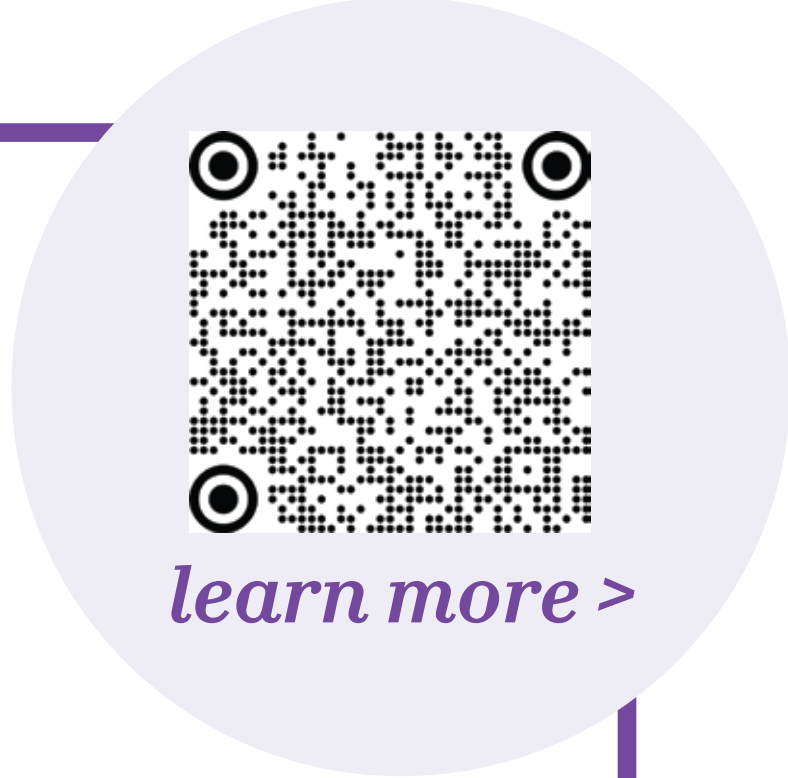
<p>Pathways: Inclusivity in Dermatology to increase # of underrepresented minority dermatologists</p>	<p>Diversity toolkit for AAD members to learn how to develop cultural competency and be an effective ally</p>	<p>Diversity mentorship giving underrepresented students hands-on mentorship with a dermatologist</p>
<p>Diversity Champion Workshop: Drive awareness of the important role residency programs have in improving diversity in the dermatology workforce</p>	<p>Treatment & Research Awards recognizing lifetime achievements focused on underserved populations</p>	<p>Project IMPACT & Skin of Color curriculum to improve treatment of patients with darker skin tones</p>

Impact

Results captured through the end of 2022 include:

- **2 million** more visits to public education content for patients of color vs. 2021
- **3,089 educators and students** accessed the Skin of Color curriculum
- **201 new entries** published in JAAD case reports that focus on skin of color
- **12% increase** in underrepresented researchers in medicine (URiM) participating in AAD committees

- **20 mentees** award grants to participate in AAD diversity programs
- **14 medical students** completed the AAD/Nth Dimensions Scholars program, an 8-week clinical and research internship alongside an AAD member dermatologist
- **70 URiM medical students** participated in a symposium hosted by AAD and Nth Dimension
- **390 medical students** participated in BioSkills workshops at universities across the country



Key Learnings

- Diversifying the field of dermatology requires a long-term commitment from the AAD with development of more member champions to achieve this goal.
- A more expansive online repository of images of dermatologic conditions in skin of color is needed to support training medical students and AAD members.

