

## Barbara Ross-Lee, DO Diversity, Equity, and Inclusion Award



The **Barbara Ross-Lee, DO Diversity, Equity, and Inclusion Award** celebrates initiatives in which diverse learners are developed, diverse faculties are constructed, and the graduate medical education community embraces differences and highlights them as examples of what is achievable. The award recognizes ACGME-accredited Sponsoring Institutions and programs, as well as specialty organizations, working to diversify the underrepresented physician workforce and create inclusive workplaces that foster humane, civil, and equitable environments.

### American Board of Emergency Medicine

#### Specialty Organization

#### Nominators Had to Say:

“For decades, ABEM has provided the specialty with data-driven reports on the diversity of the specialty including ethnicity, citizenship, and gender for board-certified emergency physicians. Their routine publication of these statistics has provided identification of the gaps in EM [Emergency Medicine] physician diversity representations. The ABEM Board has also committed to reviewing the data they collect to detect potential bias in the Boards examinations. In 2022, they have been part of the joint collaboration of all the EM organizations for tackling these issues including supporting the recent EM DEI Vision statement, which starts with the principle that “EM is committed to creating an atmosphere of cultural awareness, diversity, inclusion and belong within our specialty, our workplaces, and the communities we serve.”

Most recently, ABEM has recognized they can independently create a path to improve diversity in the EM applicant pool of trainees through their mission of education. This past year, our institution was excited to participate in the Dr. Leon L. Haley, Jr. Bridge to the Future of Emergency Medicine Academy. Underrepresented in medicine (URiM) rising second year medical students were selected to participate in this mentorship program at the ABEM headquarters and two Michigan university EM residency programs. The CMU faculty and residents were excited to develop a hands-on simulation experience for these Haley Academy students.” – Central Michigan University College of Medicine