Disparities in the Field of Gastroenterology: Where We Stand in 2020

Please complete the survey below with your most honest responses. We estimate that it will take approximately 7-10 minutes of your time. Your identity will remain anonymous.

### BASIC DEMOGRAPHIC INFORMATION

1. What is your age?  
   (Please select one option.)
   - 21-30 years
   - 31-40 years
   - 41-50 years
   - 51-60 years
   - 61-70 years
   - 71-80 years
   - 80+ years
   - Prefer not to answer

2. What is your gender?  
   (Please select one option.)
   - Female
   - Male
   - Transgender
   - Agender
   - Genderqueer
   - Non-binary
   - Prefer not to answer
   - Other

   Please specify "Other."

3. What is your ethnicity?  
   (Please select one option.)
   - Non-Hispanic
   - Hispanic
   - Prefer not to answer

4. What is your race?  
   (Please select one option.)
   - White
   - Black or African-American
   - American Indian or Alaskan Native
   - Asian
   - Native Hawaiian and/or Pacific Islander
   - Prefer not to answer
   - Other
Please choose one of the Asian subcategories below.

- East Asian
- South Asian
- Other Asian

Please specify "Other."

Where have you lived for most of your life? (Please select one option.)

- U.S.A.
- Outside the U.S.A.
- Prefer not to answer

Other than English, please indicate other languages, if any, in which you are medically proficient.
(You may select more than one option if applicable.)

- Arabic
- Chinese (including Mandarin OR Cantonese)
- Farsi
- French
- German
- Hindi
- Korean
- Russian
- Spanish
- Vietnamese
- None
- Prefer not to answer
- Other

Please specify "Other."

AFFILIATIONS AND LEADERSHIP
In which state/territory do you primarily practice/work?

- Alabama
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Connecticut
- Delaware
- Florida
- Georgia
- Hawaii
- Idaho
- Illinois
- Indiana
- Iowa
- Kansas
- Kentucky
- Louisiana
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana
- Nebraska
- Nevada
- New Hampshire
- New Jersey
- New Mexico
- New York
- North Carolina
- North Dakota
- Ohio
- Oklahoma
- Oregon
- Pennsylvania
- Rhode Island
- South Carolina
- South Dakota
- Tennessee
- Texas
- Utah
- Vermont
- Virginia
- Washington
- Washington, D.C.
- West Virginia
- Wisconsin
- Wyoming
- Puerto Rico
- Guam
- Outside the U.S.A.
- Prefer not to answer
8. How long have you been practicing/working following completion of terminal clinical training or education? (Please select one option.)
- Currently in training
- < 5 years
- 5-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- 26-30 years
- 31-35 years
- >35 years
- Prefer not to answer

9. Which of the following represents your primary subspecialty/area of focus? (Please select one option.)
- None
- General Gastroenterology
- Hepatology (including Transplant Hepatology)
- Advanced/Interventional Endoscopy
- Inflammatory Bowel Disease (IBD)
- Gastrointestinal Motility
- Functional GI Disorders
- GI Nutrition
- Research (non-clinical)
- Administrative role
- Prefer not to answer
- Other

Please specify "Other."

10. How would you characterize your primary workplace setting? (Please select one option.)
- Academic
- Private practice
- Non-academic safety-net setting
- Industry
- Prefer not to answer
- Other

Please specify "Other."
11. Do you hold any of the following titles at your institution?  
(Please select one option.)
- Not applicable
- Fellow
- Instructor
- Assistant professor
- Associate professor
- Adjunct professor
- Professor
- Emeritus professor
- Prefer not to answer
- Other

Please specify "Other."

12. Please indicate your tenure status below.  
(Please select one option.)
- Not applicable; I am non-academic or at an institution where tenure track is not available
- I am tenured
- I am non-tenured

13. Do you hold any of the following leadership positions at your institution or in your practice?  
(You may select more than one option if applicable.)
- Not applicable; I do not hold a leadership position at this time
- Chair of Department
- Dean/Associate Dean/Assistant Dean of Medical School
- Chief of Division (GI, GI & Hepatology, Hepatology)
- President, CEO, or CMO
- Other division leadership (Director of Research, Center Director, Director of Inflammatory Bowel Disease, Quality Director)
- Director or Associate Director of Internal Medicine Residency or Fellowship Program
- Partner in private practice
- Other

Please specify "Other."

14. With which of the following national GI/Hepatology societies are you affiliated?  
(You may select more than one option if applicable.)
- American College of Gastroenterology (ACG)
- American Gastroenterological Association (AGA)
- American Association for the Study of Liver Diseases (AASLD)
- American Society for Gastrointestinal Endoscopy (ASGE)
- Prefer not to answer
15. Do you hold any leadership positions within these specialty organizations? (You may select more than one option if applicable.)

- [ ] Member only
- [ ] Committee or Subcommittee Member
- [ ] Committee or Subcommittee Chair
- [ ] Governing Board
- [ ] Prefer not to answer

**PERSPECTIVES ON DIVERSITY**

16. How satisfied are you with the current level of diversity at your workplace? (Please select one option.)

- [ ] Very satisfied
- [ ] Somewhat satisfied
- [ ] Somewhat unsatisfied
- [ ] Very unsatisfied
- [ ] Prefer not to answer

17. Which component of diversity would you like to see improve at your workplace? Please select up to three options. (Please select up to three options.)

- [ ] I am satisfied with the current level of racial, ethnic, and gender representation among GI/hepatology professionals at my workplace
- [ ] Need for increased gender diversity among GI/hepatology professionals at my workplace
- [ ] Need to increase underrepresented minorities among GI/hepatology providers at my workplace
- [ ] Need for decreased gender diversity among GI/hepatology professionals at my workplace
- [ ] Need to decrease underrepresented minorities among GI/hepatology professionals at my workplace
- [ ] Prefer not to answer
- [ ] Other

Please specify "Other."

18. What do you see as barriers to achieving diversity at your workplace? Please select up to three options. (Please select up to three options.)

- [ ] Insufficient female representation in the educational/training pipeline
- [ ] Insufficient racial and ethnic representation in the educational/training pipeline
- [ ] Insufficient female representation among practicing GI/hepatology professionals in the area where I work
- [ ] Insufficient racial and ethnic representation among practicing GI/hepatology professionals in the area where I work
- [ ] Insufficient racial and ethnic representation of patients in the area where I work
- [ ] Insufficient gender representation of patients in the area where I work
- [ ] Insufficient female representation in leadership
- [ ] Insufficient racial and ethnic minority representation in leadership
- [ ] Insufficient cultural competency training
- [ ] Prefer not to answer
- [ ] Other

Please specify "Other."
19. What interventions do you think would improve female representation in your practice setting? Please select up to three options.
(Please select up to three options.)
- Increasing GI/hepatology shadowing opportunities for female undergraduate students
- Increasing GI/hepatology mentorship opportunities for female medical students
- Increasing GI/hepatology mentorship opportunities for female internal medicine residents
- Increasing female representation among program and professional society leadership
- Increasing female representation in your training program
- Prefer not to answer
- Other

Please specify "Other."

20. What interventions do you think would improve representation of underrepresented minorities in your practice setting? Please select up to three options.
(Please select up to three options.)
- Increasing GI/hepatology shadowing opportunities for undergraduate students from underrepresented minorities
- Increasing GI/hepatology mentorship opportunities for medical students from underrepresented minorities
- Increasing GI/hepatology mentorship opportunities for internal medicine residents from underrepresented minorities
- Increasing representation of GI/hepatology professionals from underrepresented minorities among program and professional society leadership
- Increasing representation of GI/hepatology professionals from underrepresented minorities in your training program
- Prefer not to answer
- Other

Please specify "Other."

21. Does your workplace require diversity acceptance training or cultural competency training (e.g., via online modules)?
(Please select one option.)
- Yes
- No
- I don't know
- Prefer not to answer

22. If you identify as an underrepresented minority (specifically, African-American/Black, Native American, or Hispanic/Latino), have you ever experienced any of the following?
(You may select more than one option if applicable.)
- I do not identify as being an underrepresented minority
- Been mistaken for a non-medical employee
- Been the recipient of racist remarks from a patient
- Been the recipient of racist remarks from a colleague or senior
- Been dismissed by a patient (e.g., patient refused care from you)
- Been overlooked for a position or promotion
- Been told that you received an award, position, or promotion because you are a minority
- Been single-out as a representative or spokesperson for minorities
- I identify as an underrepresented minority but have not experienced any of the above
- Prefer not to answer
If you identify as female, have you ever experienced any of the following?
(You may select more than one option if applicable.)

☐ I do not identify as female
☐ Been mistaken for a non-medical employee
☐ Been the recipient of sexist remarks from a patient
☐ Been the recipient of sexist remarks from a colleague or senior
☐ Been dismissed by a patient (e.g., patient refused care from you)
☐ Been overlooked for a position or promotion
☐ Been told that you received an award, position, or promotion because you are female
☐ Been singled-out as a representative or spokesperson for minorities
☐ I identify as female but have not experienced any of the above
☐ Prefer not to answer

Over the last five years, how do you feel perspectives on racial and ethnic diversity have changed within the field of gastroenterology/hepatology at a national level?
(Please select one option.)

☐ GI/hepatology professionals have become more encouraging of racial and ethnic diversity
☐ GI/hepatology professionals have become less encouraging of racial and ethnic diversity
☐ There has been no significant change
☐ Prefer not to answer

Over the last five years, how do you feel perspectives on gender diversity have changed within the field of gastroenterology/hepatology at a national level?
(Please select one option.)

☐ GI/hepatology physicians have become more encouraging of gender diversity
☐ GI/hepatology physicians have become less encouraging of gender diversity
☐ There has been no significant change
☐ Prefer not to answer

How do you believe gastroenterology/hepatology as a specialty generally compares on a national level to other specialties in medicine/biomedical science with regards to workforce diversity?
(Please select one option.)

☐ Significantly less diverse
☐ Less diverse
☐ No difference
☐ More diverse
☐ Significantly more diverse
☐ I don't know
☐ Prefer not to answer
27 What strategies should national societies and academic medical centers take to improve health equity/health disparities? Please select up to five options. (Please select up to five options.)

☐ Increase pipeline science, technology, engineering, and mathematics (STEM) programs for underrepresented minority undergraduate and medical students
☐ Increase formal mentorship programs for underrepresented minority trainees and early career physicians
☐ Increase lectures on healthcare disparities, equity, and justice at Digestive Diseases Week and other GI national conferences
☐ Add a health disparities research section to GI journals
☐ Increase diversity within leadership in national GI societies
☐ Require unconscious bias training for all GI national society staff and leadership
☐ Increase grant and research funding for healthcare disparities research
☐ Increase grant and research funding for women and underrepresented minorities
☐ Increase recognition and awards for women and underrepresented minorities
☐ Use social media to engage and educate patients about gastrointestinal health
☐ Advocate for national and local policies to increase healthcare access and delivery to underserved communities
☐ Prefer not to answer
☐ Other

Please specify "Other."
__________________________________

HOW DIVERSITY IMPACTS PATIENT CARE IN GI

28 How do you feel that increasing representation of underrepresented minorities in gastroenterology and associated subspecialties will affect patient care? (You may select more than one option if applicable.)

☐ Not applicable; I do not work in a patient care capacity
☐ Increase patient willingness to seek medical care
☐ Increase patient adherence
☐ Increase colonoscopy screening rates
☐ Decrease patient satisfaction with medical care
☐ Increase patient satisfaction with medical care
☐ Increase minority patient representation who may feel more comfortable being seen by a provider of the same racial and/or ethnic background
☐ It likely will not change patient care
☐ Prefer not to answer
☐ Other

Please specify "Other."
__________________________________
29 How do you feel that increasing the proportion of female providers in gastroenterology and associated subspecialties will affect patient care?
(You may select more than one option if applicable. )

☐ Not applicable; I do not work in a patient care capacity
☐ Increase patient willingness to seek medical care
☐ Increase patient adherence
☐ Increase colonoscopy screening rates
☐ Decrease patient satisfaction with medical care
☐ Increase patient satisfaction with medical care
☐ Increase female patient representation among female patients who may feel more comfortable being seen by a provider of the same gender or gender identification
☐ It likely will not change patient care
☐ Prefer not to answer
☐ Other

Please specify "Other."

30 How do you feel that increasing representation of underrepresented minorities in gastroenterology and associated subspecialties will affect basic and clinical research?
(You may select more than one option if applicable. )

☐ Increase research findings that may improve medical accessibility for patients from underrepresented minorities
☐ Increase research findings that may improve outcomes in patients from underrepresented minorities
☐ Increase research findings that may improve medical education for patients from underrepresented minorities
☐ Increase research findings that may decrease disparities in healthcare for patients from underrepresented minorities
☐ It likely will not affect research
☐ Prefer not to answer
☐ Other

Please specify "Other."

31 What areas in the field of gastroenterology/hepatology have the least racial and ethnic diversity? Please select three options.
(Please select up to three options.)

☐ Private practice
☐ Academic practice
☐ General GI
☐ Hepatology
☐ Advanced endoscopy
☐ Basic science research
☐ Clinical research
☐ Prefer not to answer
32 What areas in the field of gastroenterology/hepatology have the least gender diversity? Please select three options.
(Please select three options.)

- Private practice
- Academic practice
- General GI
- Hepatology
- Advanced endoscopy
- Basic science research
- Clinical research
- Prefer not to answer

33 Please feel free to leave any comments about this survey here.