

Assessment of Diversity, Equity, and Inclusion Content on Orthopedic Surgery Residency Program Websites and Instagram Accounts

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INTRODUCTION: Diversity, equity, and inclusion (DEI) are essential for improving healthcare outcomes and creating supportive training environments. Orthopedic surgery remains one of the least diverse medical specialties, and residency programs play a crucial role in addressing systemic inequities. Residency websites and affiliated social media accounts offer key opportunities to demonstrate institutional commitment to DEI, yet the extent of this representation remains unclear.

METHODS: A review of 193 U.S. orthopedic surgery residency program websites and Instagram accounts was conducted between April and May 2025. Programs were assessed for the presence of 12 DEI elements, including diversity statements, wellness resources, community engagement, and visual representation of residents and faculty. Programs received a score ranging from 0 to 14 based on DEI content. Associations with program characteristics, such as U.S. News ranking, Doximity score, NIH funding, and geographic region, were analyzed using t-tests and ANOVA.

RESULTS SECTION: Among 193 orthopedic surgery residency programs, the mean DEI score was 5.34 ± 2.55 . Scores ranged widely across programs (Figure 1). Most programs displayed resident (86.0%) and faculty (82.4%) photos, while fewer highlighted DEI councils (5.2%) or community resources (16.1%) (Figure 2). DEI-related statements and wellness initiatives were also inconsistently represented. Programs in the Pacific region showed significantly higher DEI scores compared to other regions ($p = 0.04$) (Table 1). Higher DEI scores were associated with stronger Doximity score but not with U.S. News ranking or NIH funding.

DISCUSSION: While most orthopedic programs publicly display some DEI elements, substantial variability exists. Programs with more resources and prestige demonstrate greater DEI visibility. This study addresses an important gap in orthopedic graduate medical education by examining how residency programs represent DEI through their public-facing websites and social media platforms. Limited visibility and inconsistent communication of DEI initiatives may contribute to ongoing disparities in recruitment, representation, and belonging among underrepresented groups in orthopedic surgery. By systematically analyzing the online portrayal of DEI, this project identifies modifiable barriers to equitable recruitment and provides actionable data to guide programs in fostering inclusivity.

SIGNIFICANCE/CLINICAL RELEVANCE: Improved transparency via websites/social media can help attract diverse applicants and foster inclusive surgical training environments. Addressing variability in DEI representation is an important step toward advancing equity and representation in orthopedic surgery.

ERAS Geographic Region	Number of programs	Mean Diversity Score (SD)	P Value
National	193	5.34 (2.55)	-
New England	8	5.88 (2.47)	0.563
Middle Atlantic	43	5.07 (2.82)	0.566
South Atlantic	34	4.97 (2.49)	0.430
East North Central	40	5.25 (2.71)	0.848
East South Central	10	5.90 (2.13)	0.440
West North Central	12	5.75 (2.09)	0.527
West South Central	21	5.14 (2.37)	0.719
Mountain	7	4.57 (2.76)	0.493
Pacific	18	6.61 (2.33)	0.040

Table 1. Mean Diversity Score and Statistical Comparison by ERAS Region for Orthopedic Residency Programs

FIGURE 1. Distribution of Orthopedic Residency Programs by Number of Diversity and Inclusion Elements per Program Website

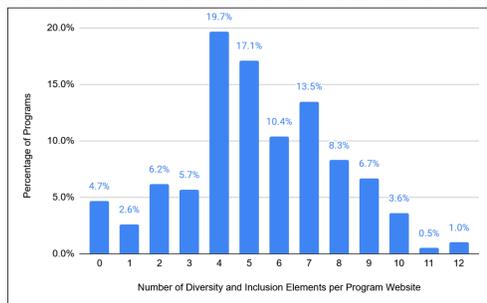


FIGURE 2. Prevalence of Individual Diversity and Inclusion Elements on Orthopedic Residency Program Websites

