

2024 Climate Survey

AMSPDC Engagement Committee
March 2, 2025

Engagement Committee Members

- | | |
|-----------------------------|-------------------------------------|
| • Michael Cabana | Albert Einstein College of Medicine |
| • Glenn Flores | U. Miami |
| • Pedro de Alarcon | University of Illinois, Peoria |
| • Xylina Bean | Meharry Medical College |
| • Phyllis Dennery | Brown University |
| • Lewis First | University of Vermont |
| • Charles Schleien | Hofstra/Northwell |
| • Kersten Hildebrandt | U. Michigan (AAAP Liaison) |
| • Lilia Parra-Roide | Creighton University/Arizona Health |
| • Loretta Cordova de Ortega | U. New Mexico |

2024 Climate Survey Results Review

- What are Departments of Pediatrics doing?
 - Training
 - Reporting
 - Recruitment/Retention
- Diversity of leadership “pathway” positions in our Departments of Pediatrics?

Repeat of 2022 Survey



NOTES FROM THE ASSOCIATION OF MEDICAL SCHOOL PEDIATRIC DEPARTMENT CHAIRS, INC.



Pediatric Department Approaches to Promote Diversity, Equity, and Inclusion

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Children represent the leading edge of demographic changes and the growing diversity of the US. Accord-

Accreditation (COCA) accredited osteopathic medical school or Chair of a hospital sponsored Department of Pediatrics that



2022

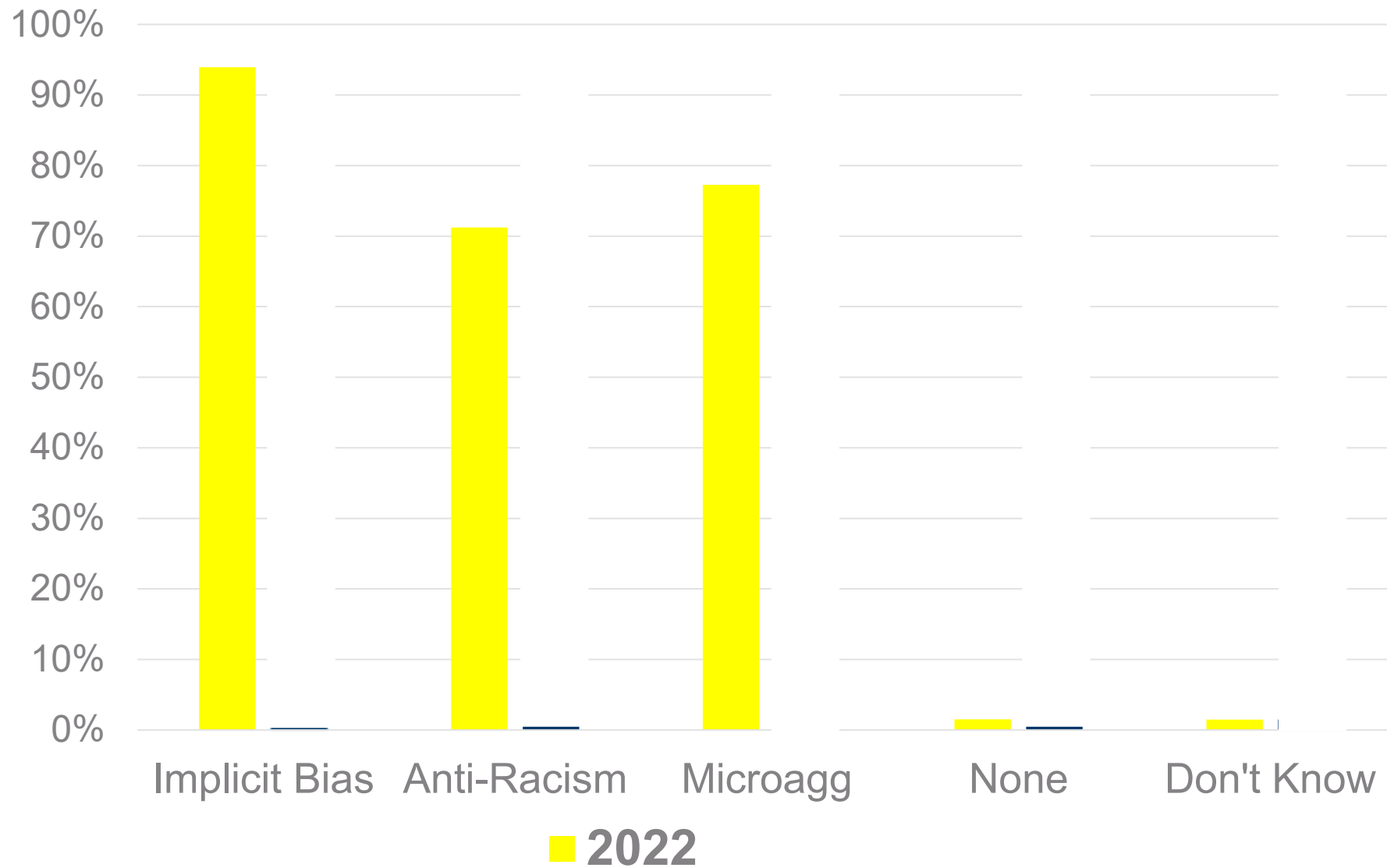


2024

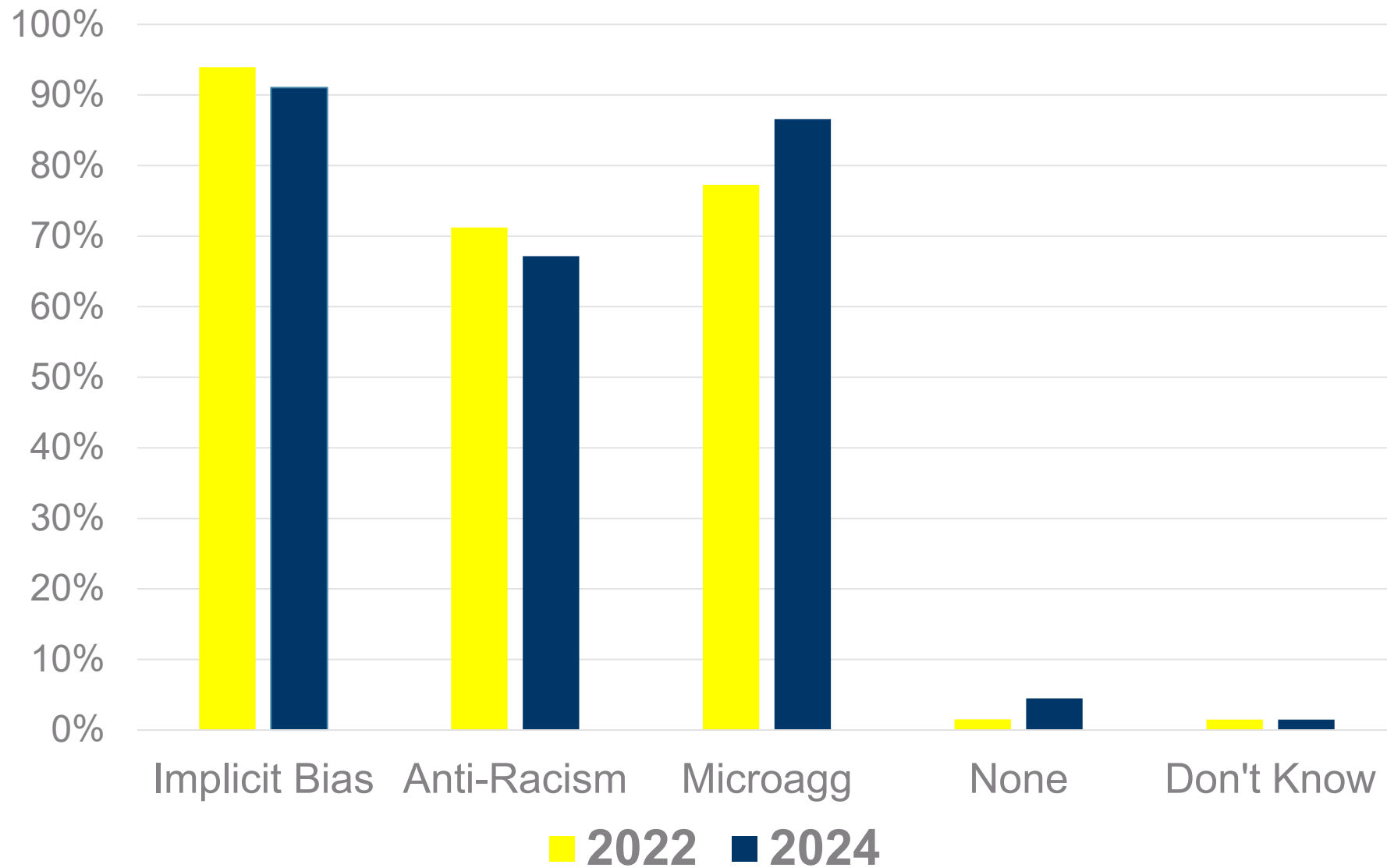
2024 Climate Survey

- Distributed in November 2024 to January 2025
- Response rate: 46% (compared to 45% in 2022)

Percentage of Departments Offering Faculty Training

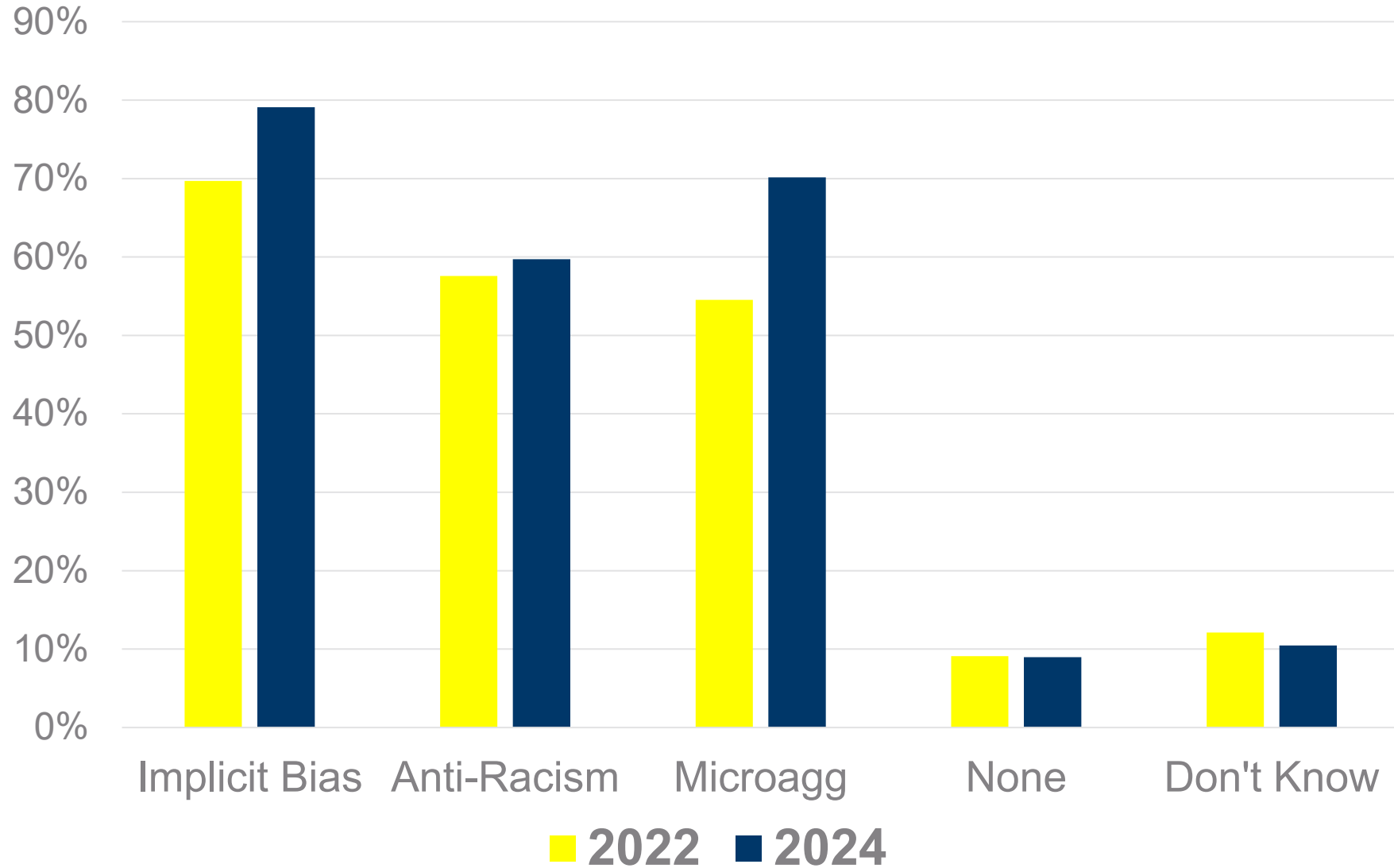


Percentage of Departments Offering Faculty Training



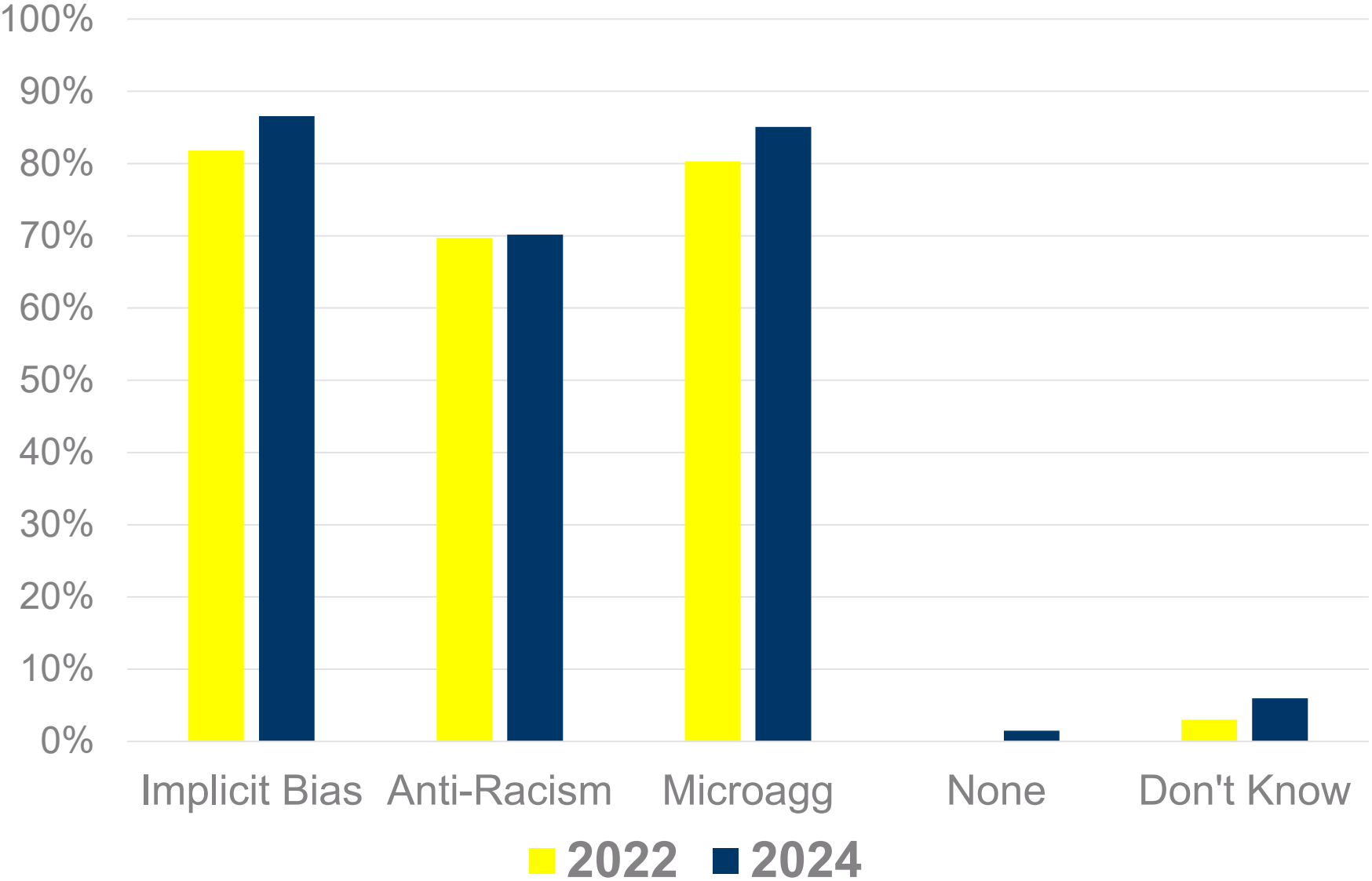
All $p < 0.05$

Percentage of Departments Offering Staff Training



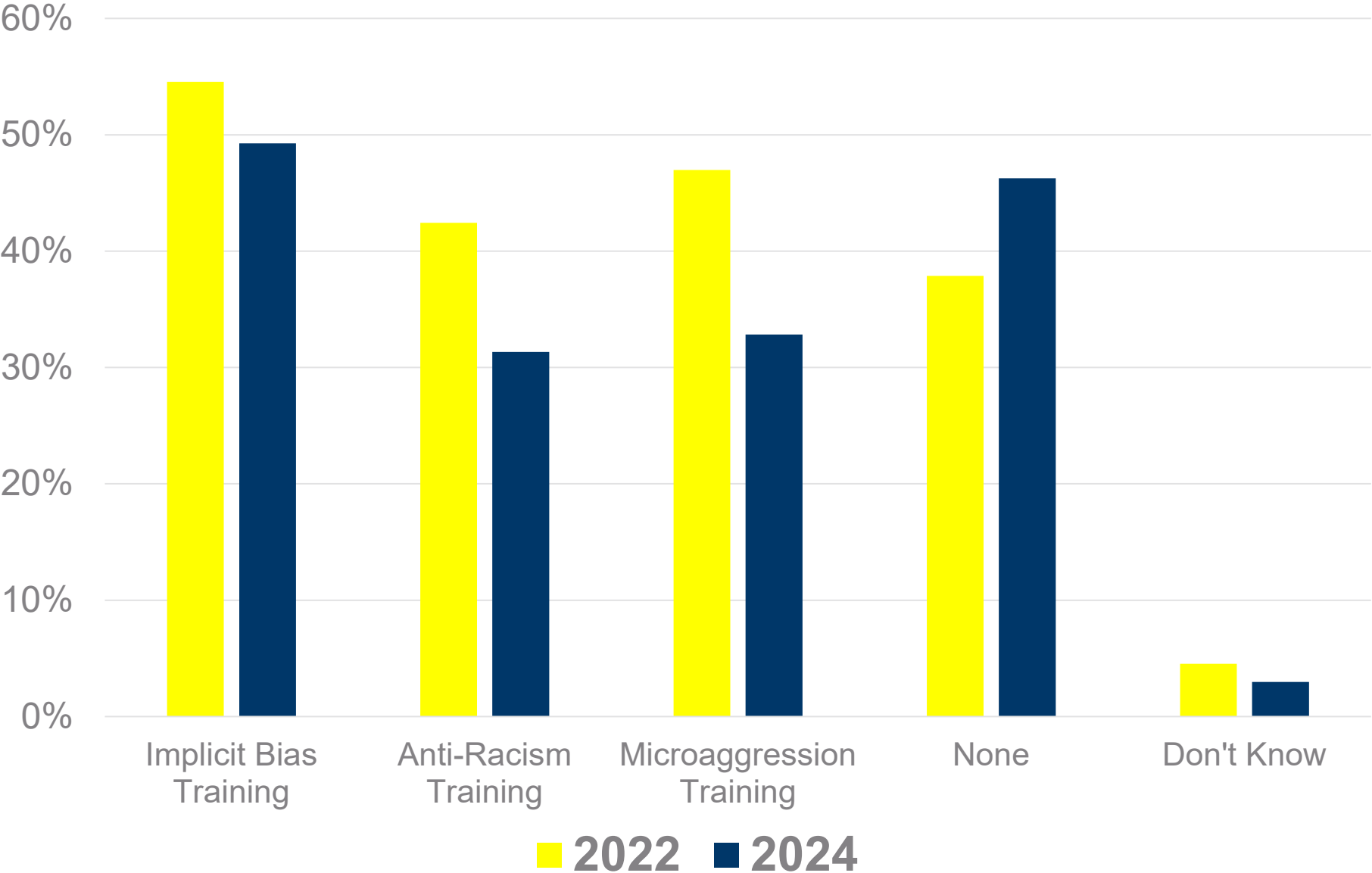
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Percentage of Departments Offering Trainee Training



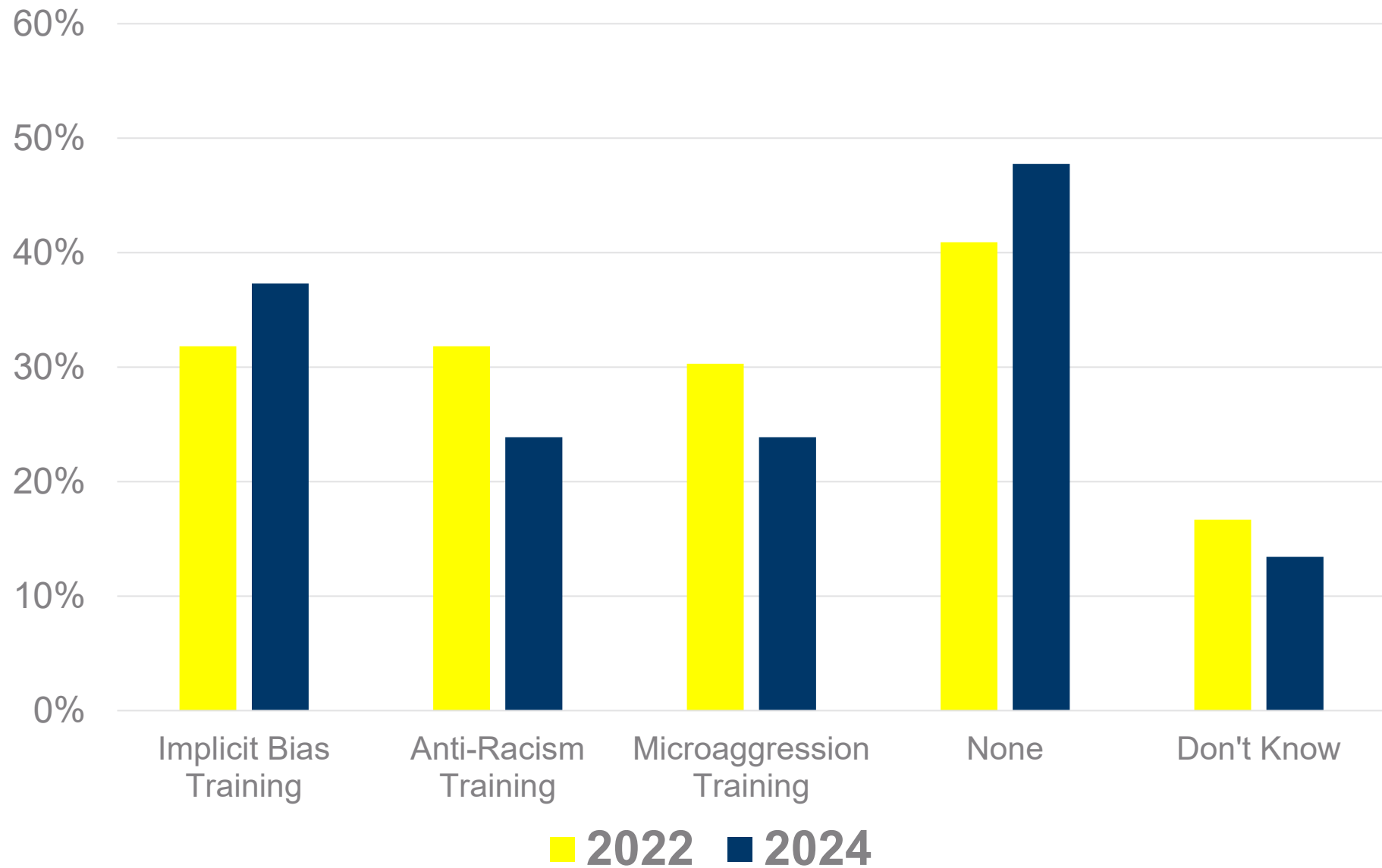
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Percentage of Departments with Mandatory Faculty Training



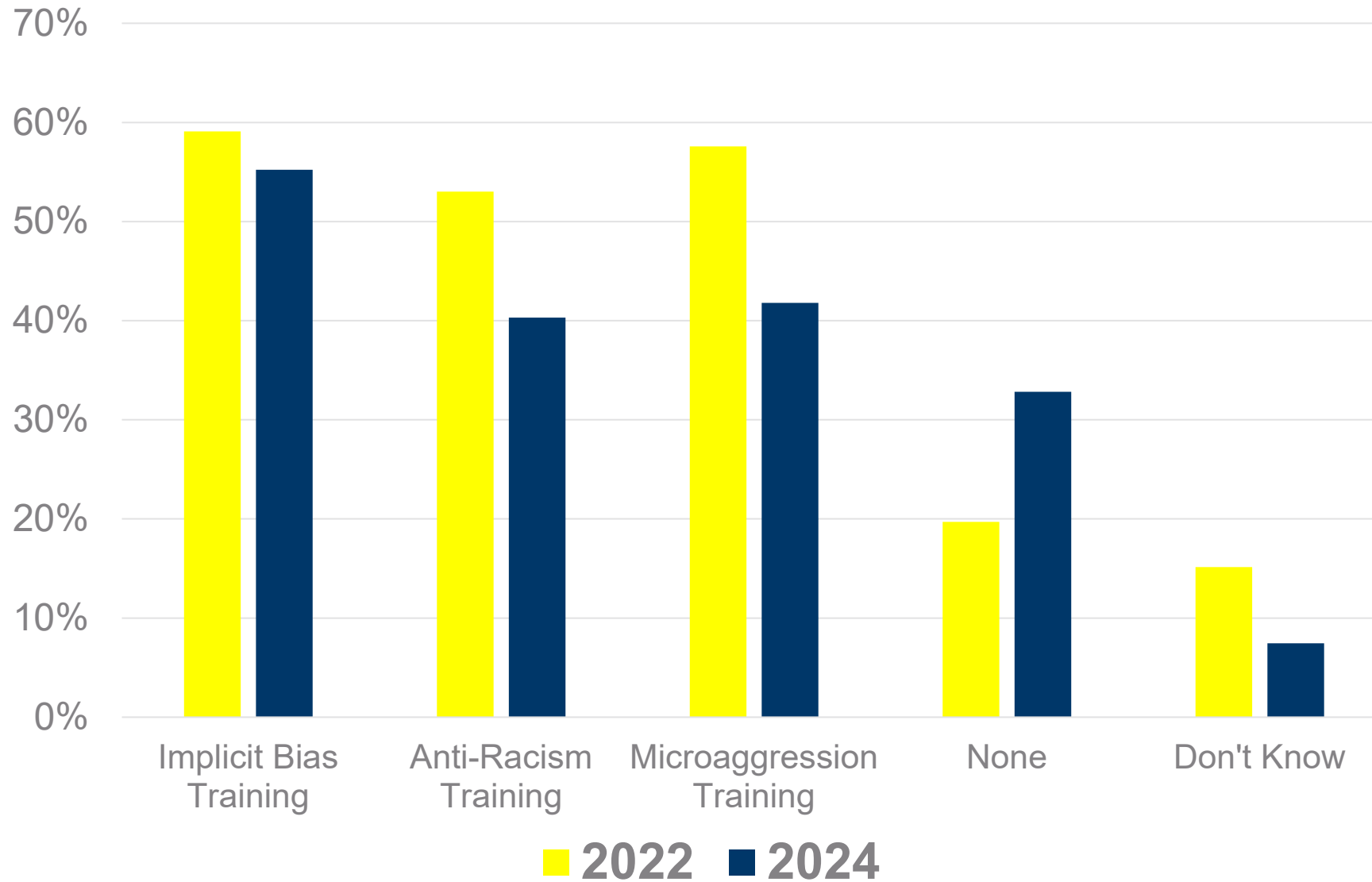
All p < 0.05

Percentage of Departments with Mandatory Staff Training



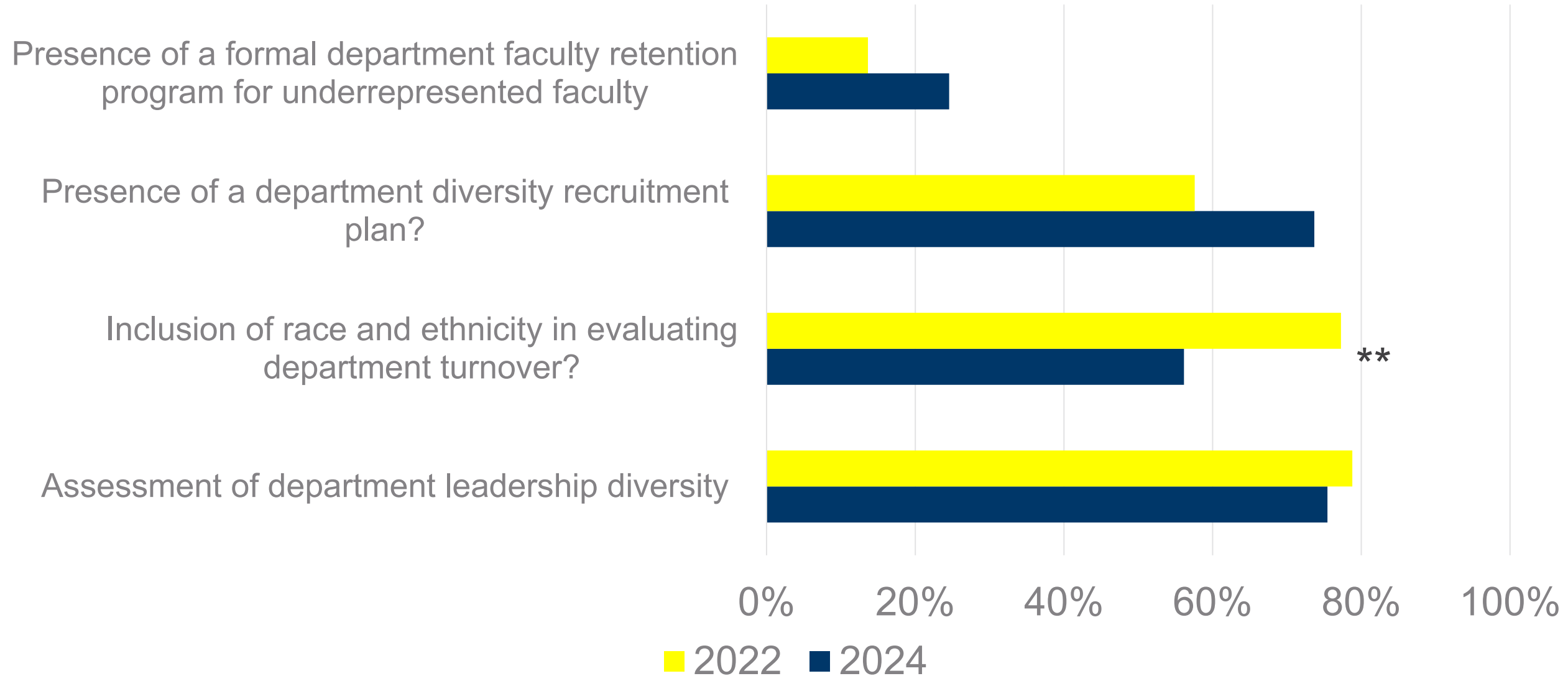
All $p < 0.05$

Percentage of Departments with Mandatory Trainee Training



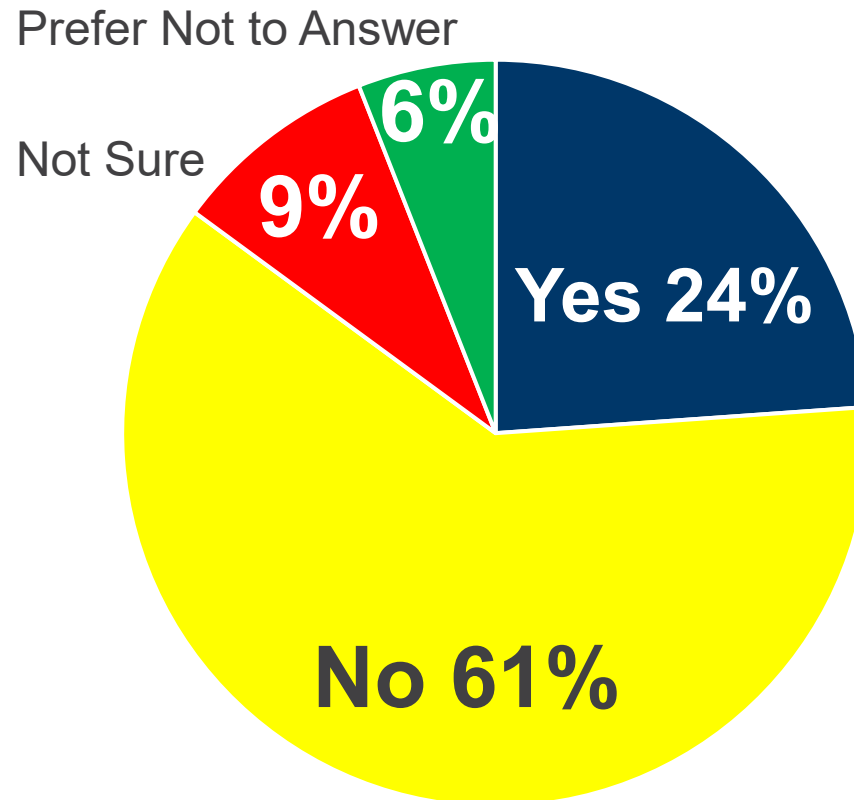
All $p < 0.05$

Department Activities Regarding Retention, Recruitment and Assessment of Diversity



**p < 0.05

Has your institution stopped or limited your department's diversity, equity, and inclusion (DEI) practices since the United States Supreme Court decision on June 23, 2023, ending affirmative action in higher education? (n=67)



2024 Climate Survey

- Little change with what departments offered from 2022 to 2024
- Potential change in what departments required as mandatory training from 2022 to 2024
- Decrease in the percentage of departments including race and ethnicity in evaluating faculty turnover
- Almost 1 in 4 departments have stopped or limited their diversity, equity, and inclusion (DEI) practices since the 2023 Supreme Court decision



2022



2024

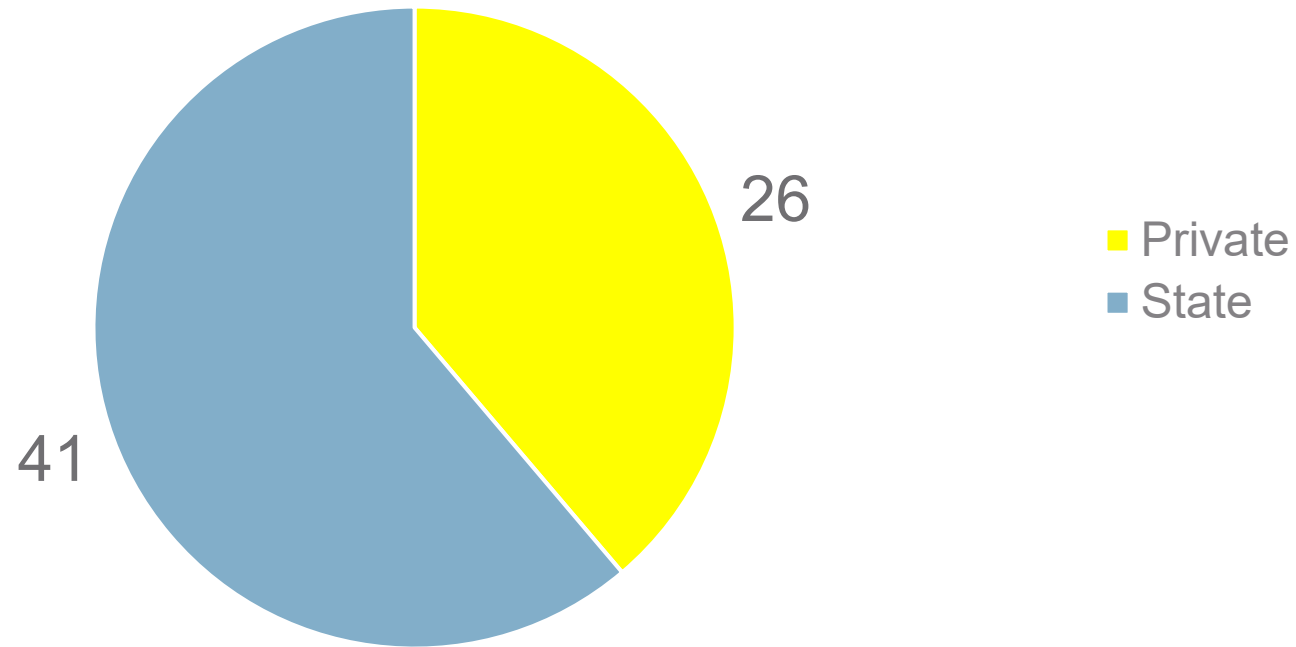


2026

Next Steps

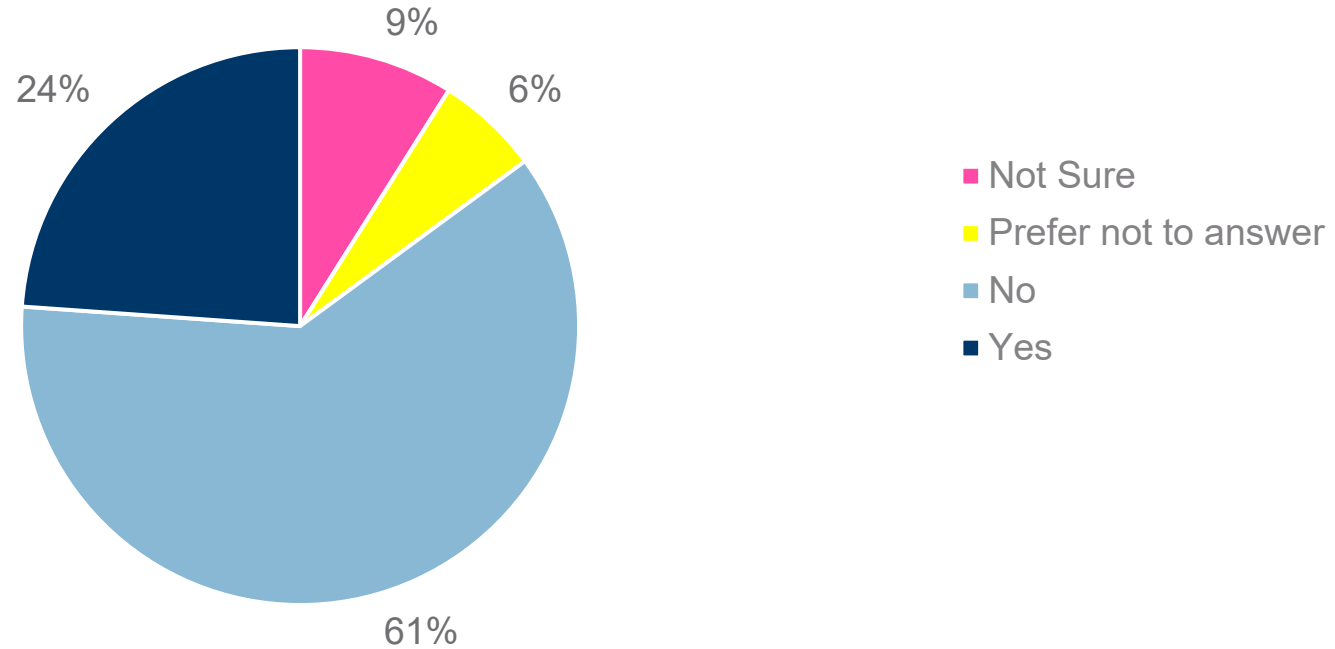
Sec. 7 Institution - a - b

Is your institution private or state-funded?



Sec. 7 & 8 Institution

Has your institution stopped or limited your department's diversity, equity, and inclusion (DEI) practices since the United States Supreme Court's decision on June 23, 2023, ending affirmative action in higher education?



Sec. 7 & 8 Institution

How many faculty are in your department?

