

ASSESSING LITERATURE OF EFFORTS IN DIVERSITY, EQUITY, AND INCLUSION WITHIN CARDIOTHORACIC SURGERY TRAINING PROGRAMS

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It is common knowledge that cardiothoracic surgery training programs, and thus the field itself is not diverse in the aspects of race, gender, and ethnicity. That knowledge has not been synthesized nor quantified longitudinally beyond recognizing the deficits in diversity, equity, and inclusion (DEI). As underrepresented communities grow across the U.S., it has become even more important to recruit, train, and retain trainees from underrepresented minorities (URM) that bring new perspectives to the field and can provide an understanding and enhanced level of care for URM patients. To create effective strategies that bring more URM medical students and residents to thoracic surgery, there needs to be a baseline understanding of current knowledge and efforts in the field to better understand what avenues for innovation exist beyond what is already being done to fully incorporate URM trainees into the surgical academic sphere. This literature review aimed to collect all available published works into one document to allow CT surgery programs to have a central reference to understand their role in being data-driven agents of change to bolster DEI initiatives at their institution. Literature was searched through PubMed and EMBASE databases between October 2021 and June 2022. 16 articles were evaluated that were specific to DEI efforts in cardiothoracic surgery specific to URM. Given the limited quantity of literature available in this topic, selection criteria included all published works in English given the

cultural/geographic context of this topic, and exclusion criteria pertained to works that were not available in full text or that were not relevant to DEI efforts specific to URM trainees in cardiothoracic surgery.