



**Prevent
Blindness**

Focus on Eye Health
National Summit

Eye-conic Approaches to Eye Health

July 13–14, 2022

A Virtual Interactive Event

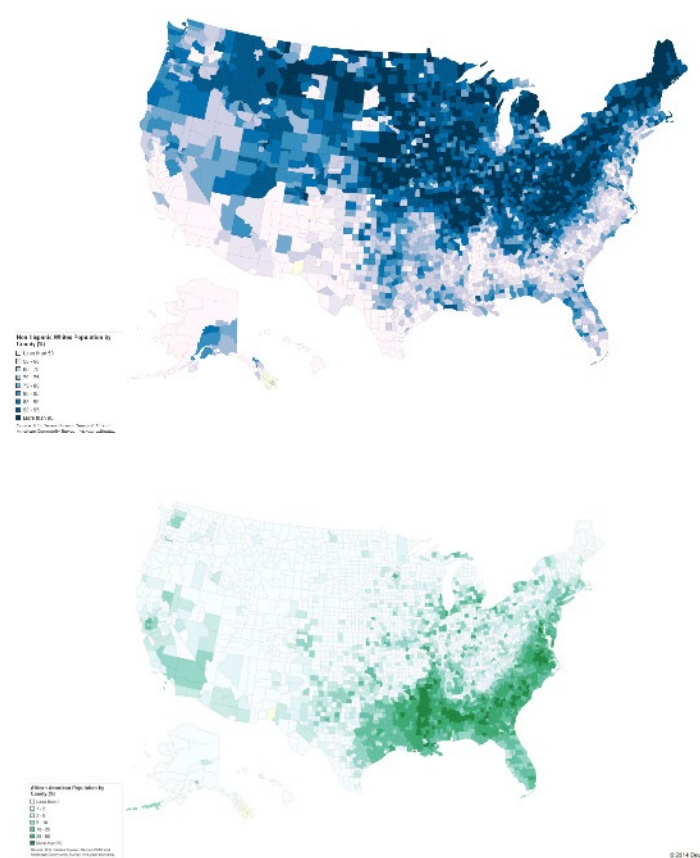


A Guiding Light: Mentorship and Diversity in Ophthalmology

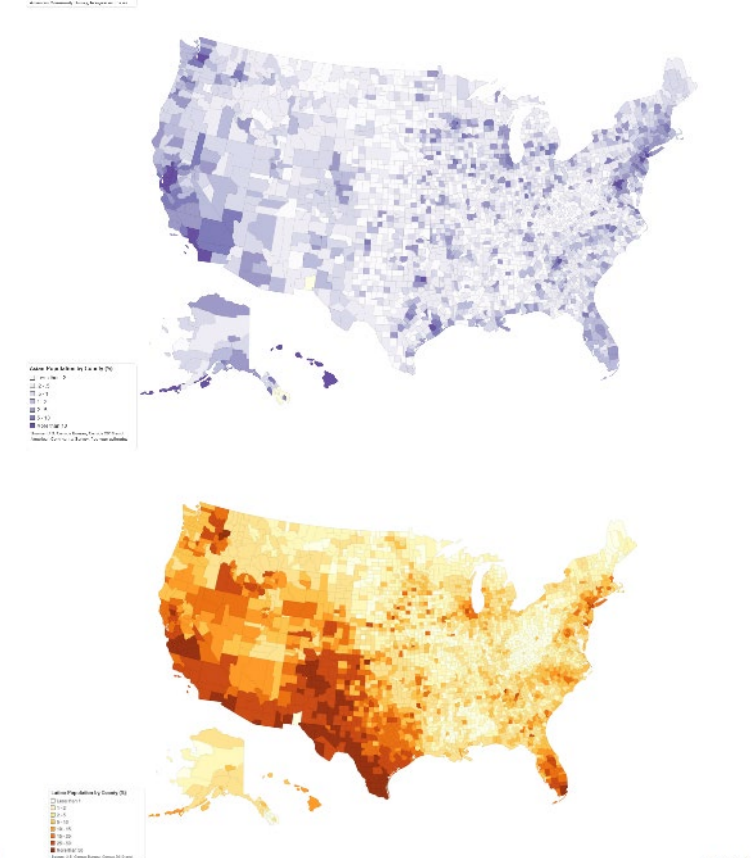
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Bascom Palmer Eye
Institute

Diversity in the United States

- US Census
 - 332 million persons in the US
 - 63.6% White (not Hispanic or Latino)
 - 18.5% Hispanic or Latino
 - 13.4% Black or African American
 - 5.9% Asian
 - 0.2% Native Hawaiian or Pacific Islander
 - 2.8% Two or more races
- 50.8% female



African American population by county (%), according to the U.S. Census Bureau (Devin Jani)

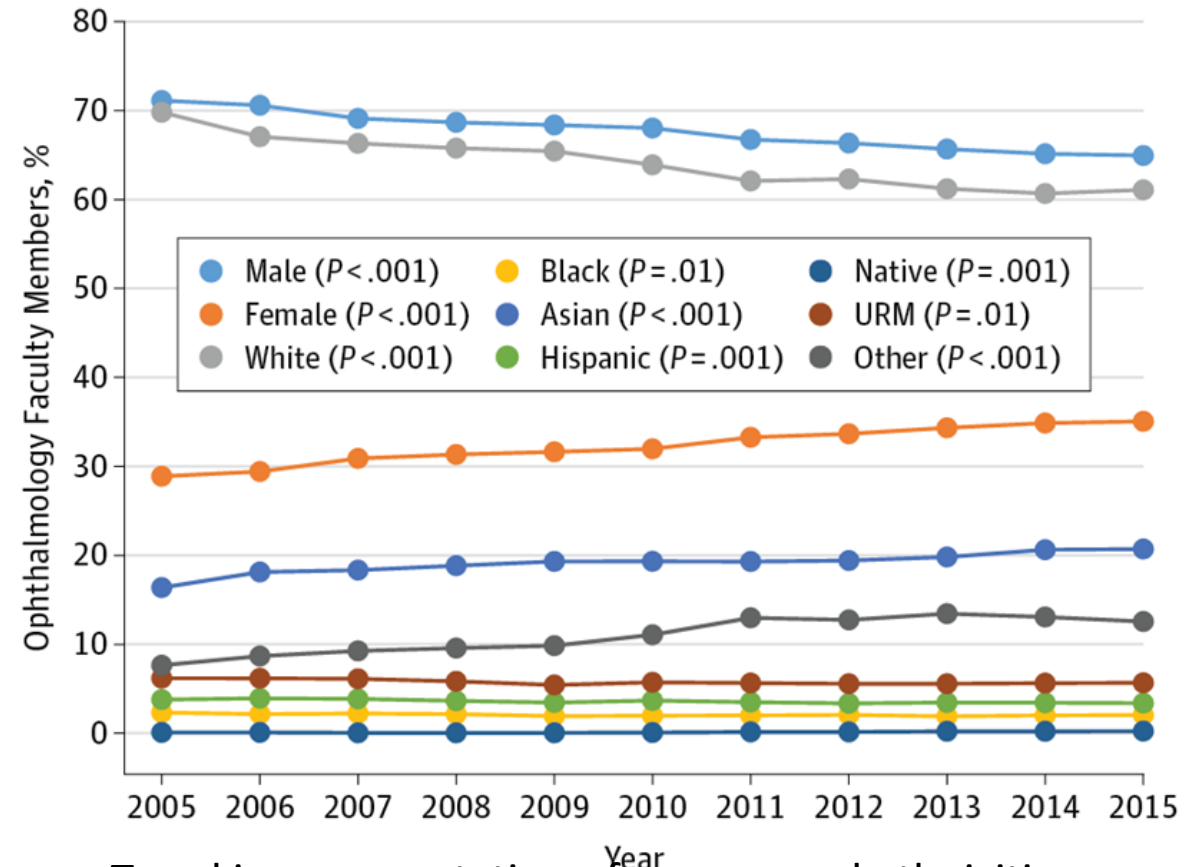


Latino population by county (%), according to the U.S. Census Bureau (Devin Jani)

Diversity in the United States by region and race

Diversity in Ophthalmology

- Women
 - Residents: 44.3%
 - Faculty: 35.1%
 - Practicing Ophthalmologists: 22.7%
- Minority groups/URM:
 - Residents: 7.7%
 - Faculty: 5.7%
 - Practicing Ophthalmologists: 6%



Trend in representation of women and ethnicities as ophthalmology faculty over time

Diversity in Ophthalmology (cont.)

- Lower volume of cases in female ophthalmology residents
- Fewer female ophthalmologists in leadership positions

Table 1. Cataract Surgery and Total Procedural Volume, by Gender

Characteristic	All Residents	Male Residents	Female Residents
No. of residents	1271	815	456
Maternity or paternity leave	156	85	71
No. of cataract operations, mean (SD)	171.3 (63.2)	176.7 (66.2)	161.7 (56.2)
No. of total surgical procedures, mean (SD)	488.5 (194.2)	509.4 (208.6)	451.3 (158.8)

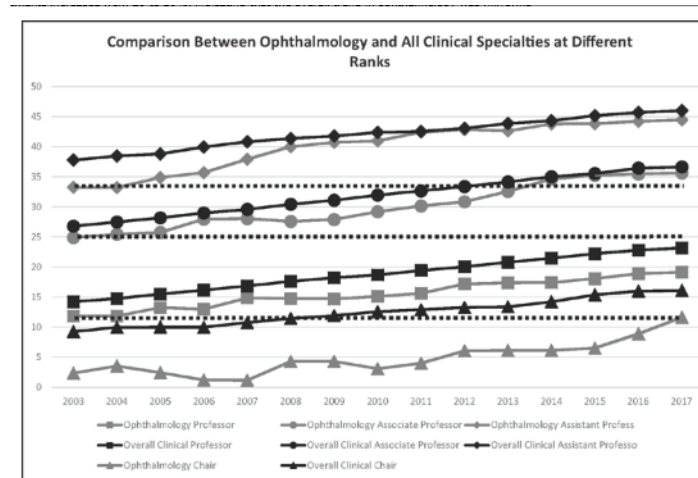
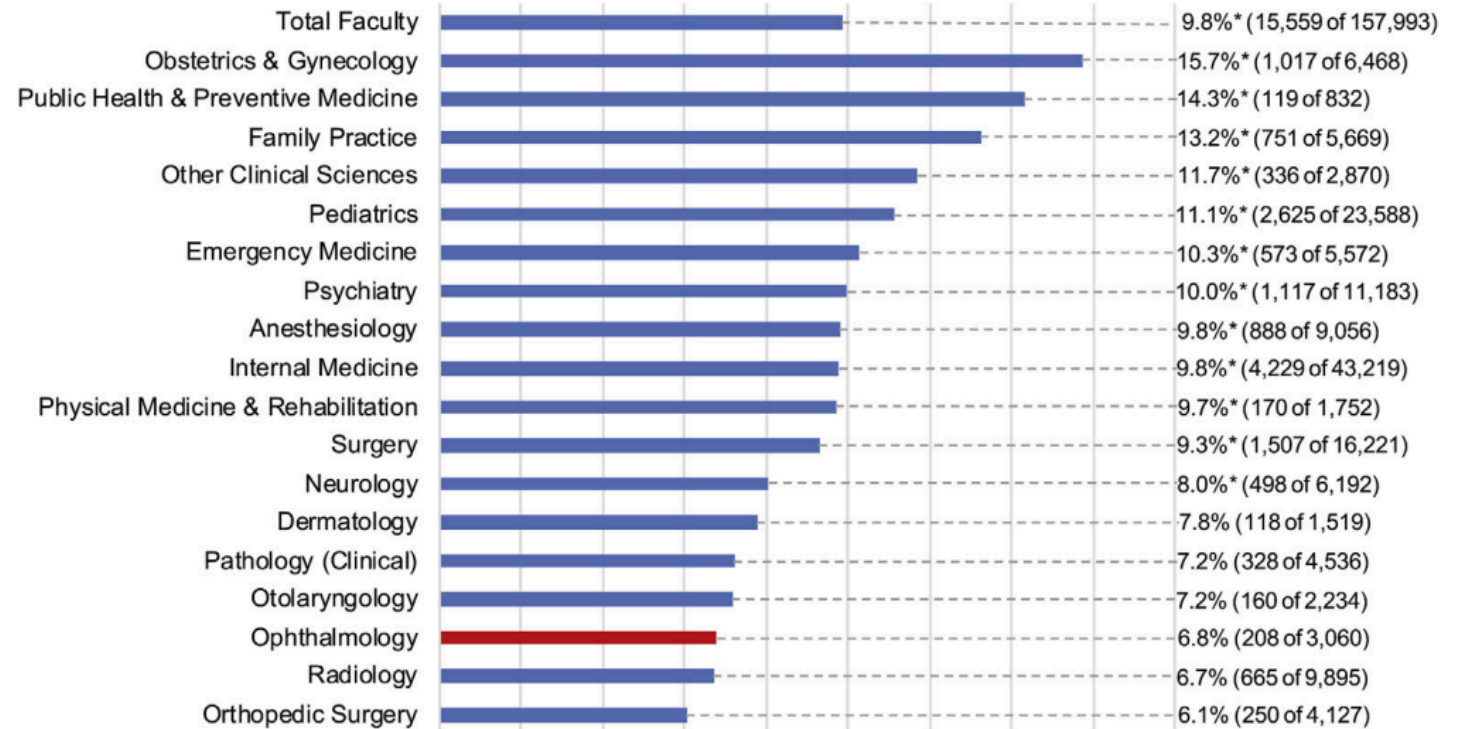


Fig. 2 Percentage of women at different ranks between ophthalmology and all clinical specialties from 2003 to 2017. The dotted lines show the percentage of women at each rank in ophthalmology in 2003 extended out to 2017 to compare with the percentage of women at the next rank. For example, the percentage of Associate Professors in 2017 is higher than that of Assistant Professors in 2003. On the other hand, the percentage of Professors in 2017 is much lower than that of Associate Professors in 2003.



Diversity in Ophthalmology (cont.)

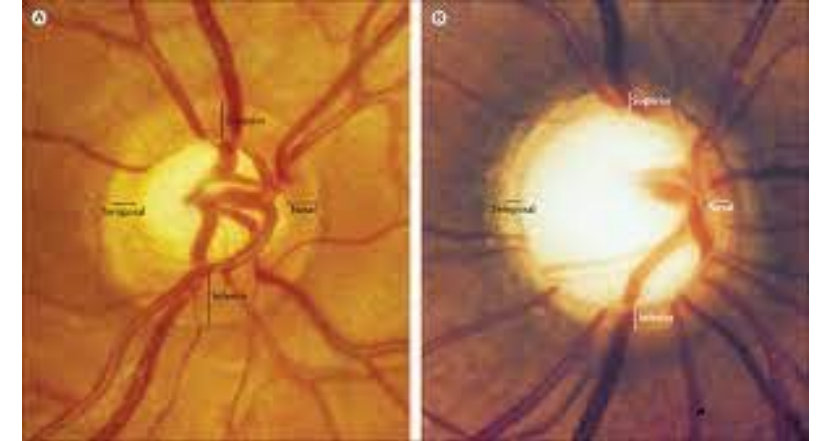
- 6.8% of URM in faculty positions
- 7.5% of clinical chairs are URM



% URM in ophthalmology is low relative to other medical specialties

Why Does It Matter?

- Black and Hispanic youth experience blindness and visual impairment at higher rates than white youth (1.9x and 1.5x higher, respectively)
- Rates of glaucoma are nearly 2x higher for black individuals compared with white individuals
- Diabetic retinopathy affects black individuals at 1.4x vs white individuals
- Less likely to receive eye care



Normal (left) and glaucomatous optic disc (right)



Diabetic retinopathy

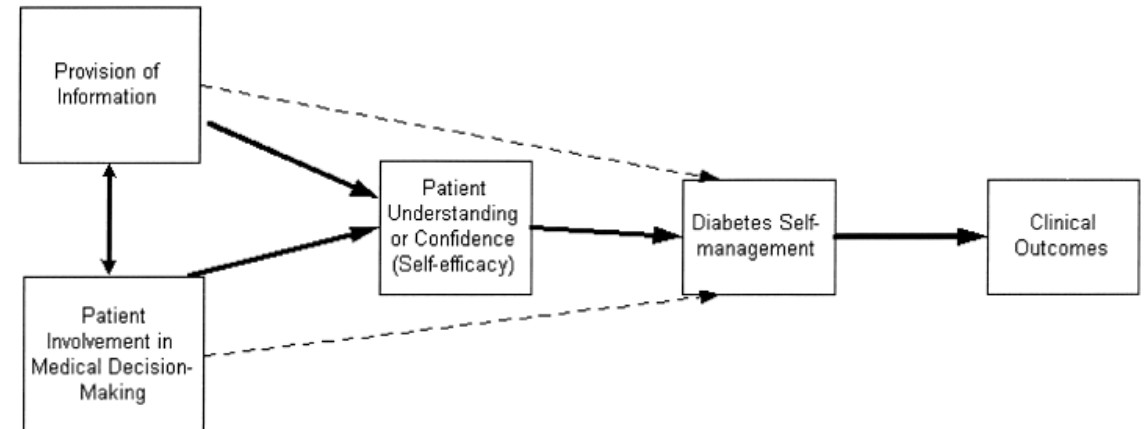
Why Does It Matter? (cont.)

- Physician-Patient Relationship
 - Trust and empathy
- Communication
 - Understanding of condition and adherence to medication
- Access to Care
 - URM more likely to practice in more regions with more URM patients


Abstract

We examined a national sample of African American, white, Hispanic, and Asian American respondents to test the hypothesis that doctor-patient race concordance is predictive of patient satisfaction. Our analysis examined racial/ethnic differences in patient satisfaction among patients in multiple combinations of doctor-patient race/ethnicity pairs. Additionally, we outline the determinants of doctor-patient race concordance. The analysis used the 1994 Commonwealth Fund Minority Health Survey to construct a series of multivariate models. We found that for respondents in each race/ethnic group, patients who had a choice in the selection of their physician were more likely to be race concordant. Whites were more likely to be race concordant with their physician compared to African American, Hispanic, and Asian American respondents. Among each race/ethnic group, respondents who were race concordant reported greater satisfaction with their physician compared with respondents who were not race concordant. These findings suggest support for the continuation of efforts to increase the number of minority physicians, while placing greater emphasis on improving the ability of physicians to interact with patients who are not of their own race.

Greater patient satisfaction if patients and physicians are same ethnicity



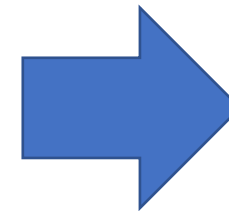
Role of communication in patient care



How do we increase diversity in the ophthalmology and eye care community?

Methods to Increase Diversity

- 1. Transparency
- 2. Dialogue and increasing awareness
- 3. Promote interest and engagement
- 4. Sustain interest and engagement
- 5. Increasing representation at all levels



MENTORSHIP

Mentorship



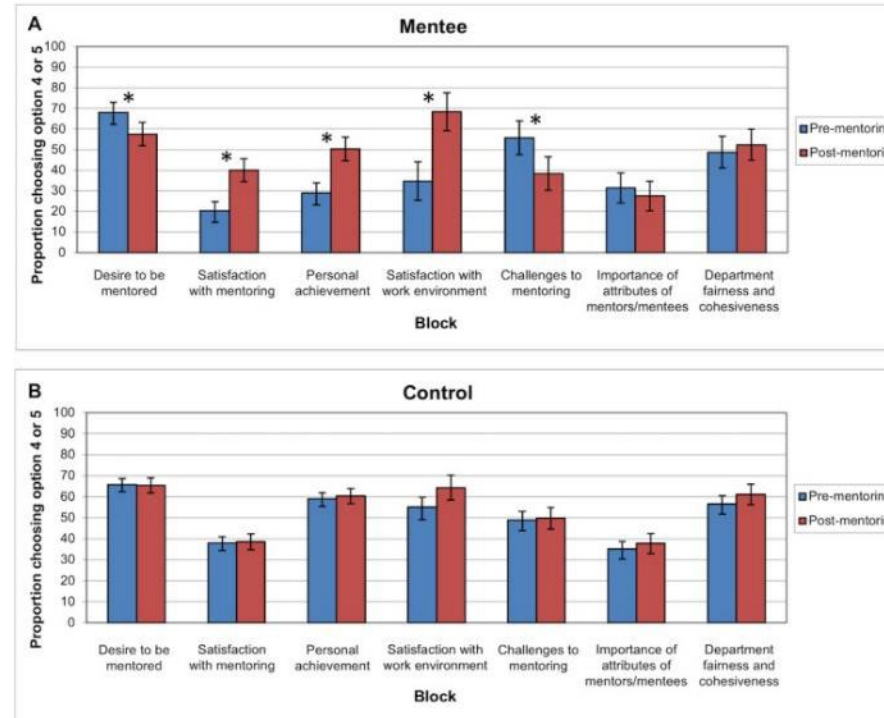
Aims of mentorship



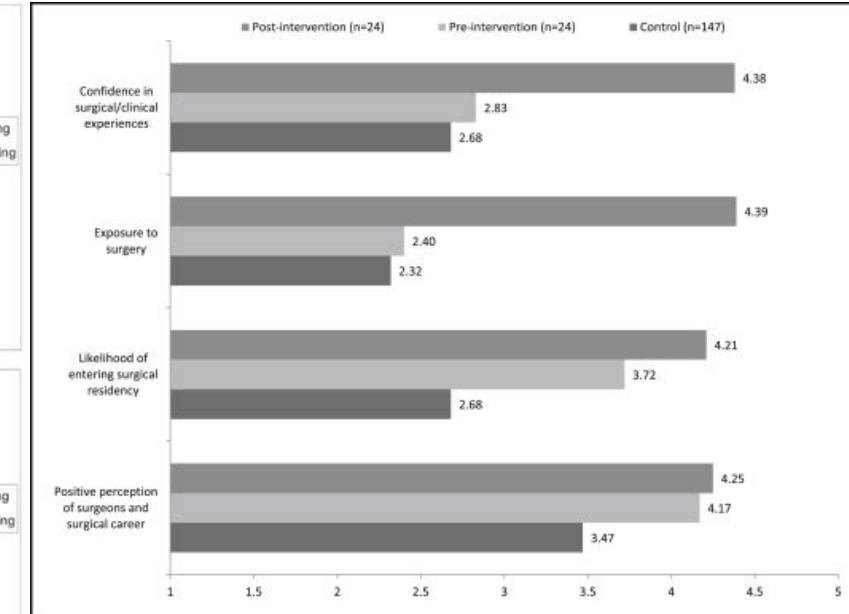
Role of a mentor

Benefits of Mentoring

- Increased personal achievement and satisfaction
- May be especially important to reduce physician burnout



Mentoring faculty increases personal achievement and satisfaction



Resident mentoring leads to increased medical student self-confidence, exposure to surgery, and likelihood to pursue surgical residency

Mentoring in Ophthalmology

- In 2018, MOM program was established to help increase mentorship to URM college and medical students
- In 2022, Women in Ophthalmology is developing mentoring program for attendings, fellows and residents

The Minority Ophthalmology Mentoring

program is a partnership between the American Academy of Ophthalmology (AAO) and Association of University Professors of Ophthalmology (AUPO).

The purpose of the program is to increase diversity in ophthalmology by helping underrepresented in medicine (URiM) students become competitive ophthalmology residency applicants. Students receive one-on-one mentorship, valuable guidance in medical career planning, networking opportunities and access to a variety of educational resources.

MOM program statement



[Women In Ophthalmology Mentorship Program](#)
WIO is kick-starting its new mentorship program at the Summer Symposium.

WIO program

Bascom Palmer Mentorship Program

- Resident to medical student mentorship program being implemented
- Increase access and exposure to ophthalmology
- Connect to peers to demonstrate all stages of training and reduce potential stress associated with reaching out to faculty



Bascom Palmer

Bascom Palmer Mentorship Program

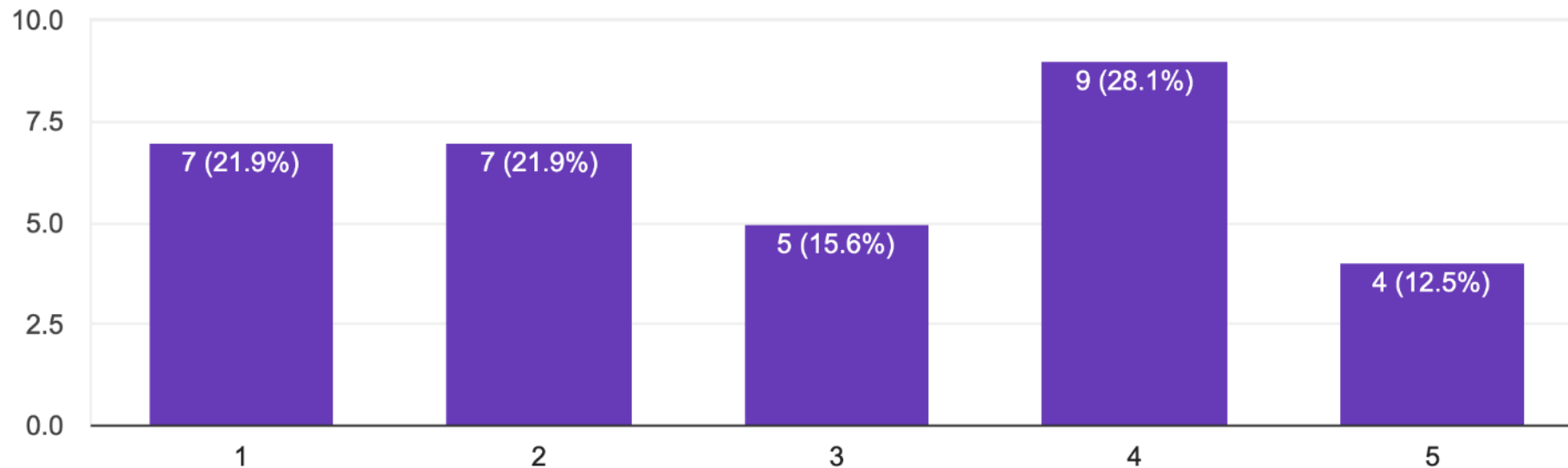


- 32 medical students
- Agree mentorship is important
- Agree diversity is important
- Moderate identification with current mentor
- Hope for more exposure and advice

Bascom Palmer Mentorship Program

I am concerned about diversity in ophthalmology. 1– Not at all concerned 2– Slightly concerned 3– Somewhat concerned 4– Moderately concerned 5– Extremely concerned

32 responses

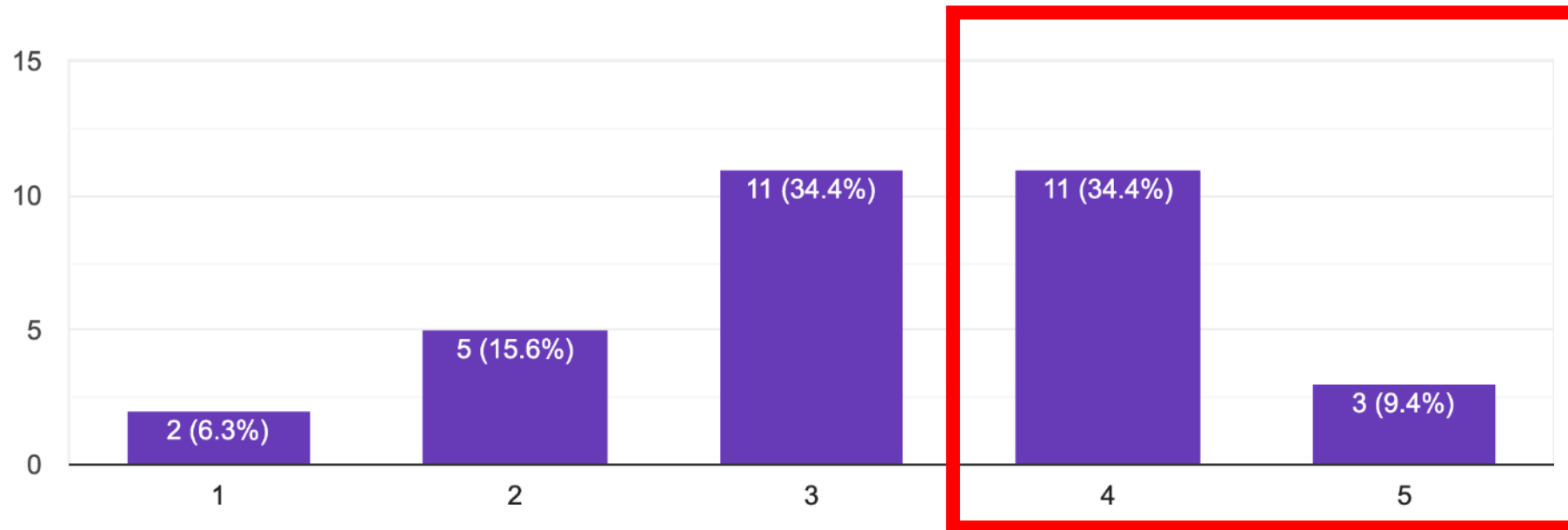


Average 2.8: most are somewhat concerned about diversity

Bascom Palmer Mentorship Program

The field of ophthalmology is diverse in terms of physician ethnicity. 1– Strongly disagree 2– Disagree 3– Neither agree or disagree 4– Agree 5– Strongly agree

32 responses

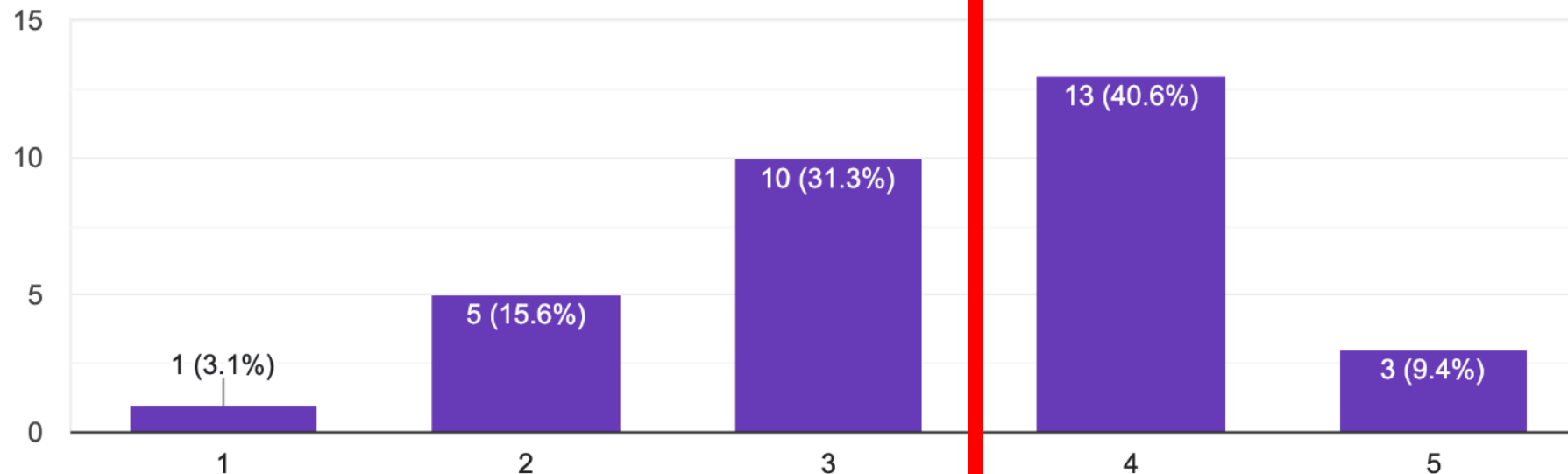


Average 3.25: neither agree nor disagree about ethnic diversity

Bascom Palmer Mentorship Program

The field of ophthalmology is diverse in terms of physician gender. 1– Strongly disagree 2– Disagree 3– Neither agree or disagree 4– Agree 5– Strongly agree

32 responses



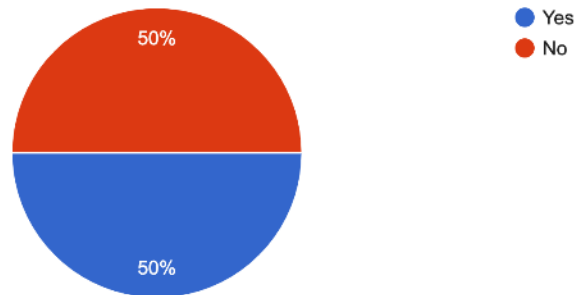
Average 3.375: neither agree nor disagree about gender diversity

Bascom Palmer Mentorship Program

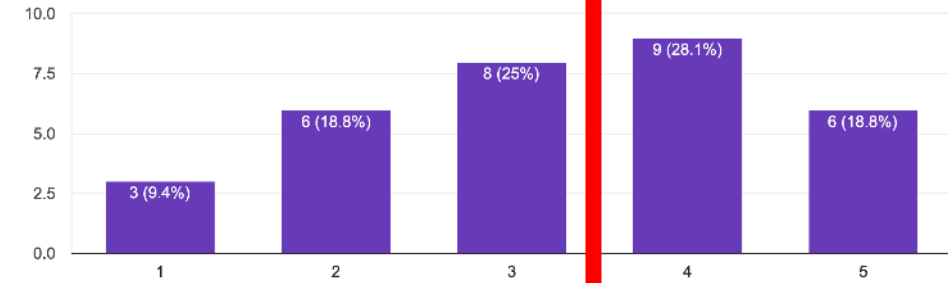
- 50% have not had a mentor
- Only 15/32 (46.8%) satisfied by current level of mentorship
- Only 18/32 (56.3%) can identify with current mentor

I have had a mentor in ophthalmology in the past.

32 responses

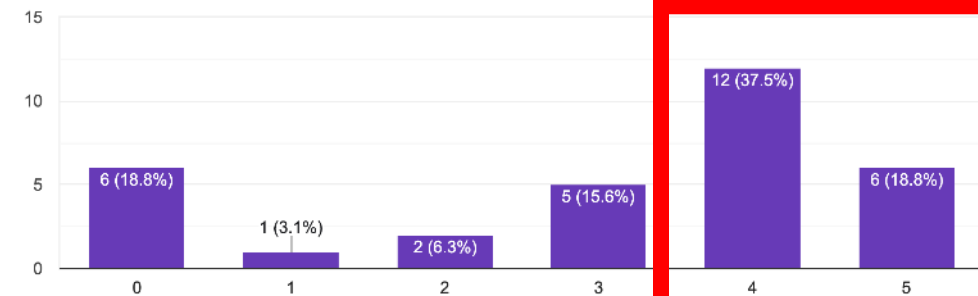


I am satisfied by my current level of mentorship in ophthalmology. 1- Strongly disagree 2- Disagree 3- Neither agree or disagree 4- Agree 5- Strongly agree
32 responses



I feel like I can identify with my mentor. 0 - Not applicable 1- Strongly disagree 2- Disagree 3- Neither agree or disagree 4- Agree 5- Strongly agree

32 responses



Bascom Palmer Mentorship Program



Prevent Blindness

Focus on Eye Health National Summit

- Keywords
 - Guidance
 - Advice
 - Research
 - Opportunities
 - Application
 - Residency
 - Exposure

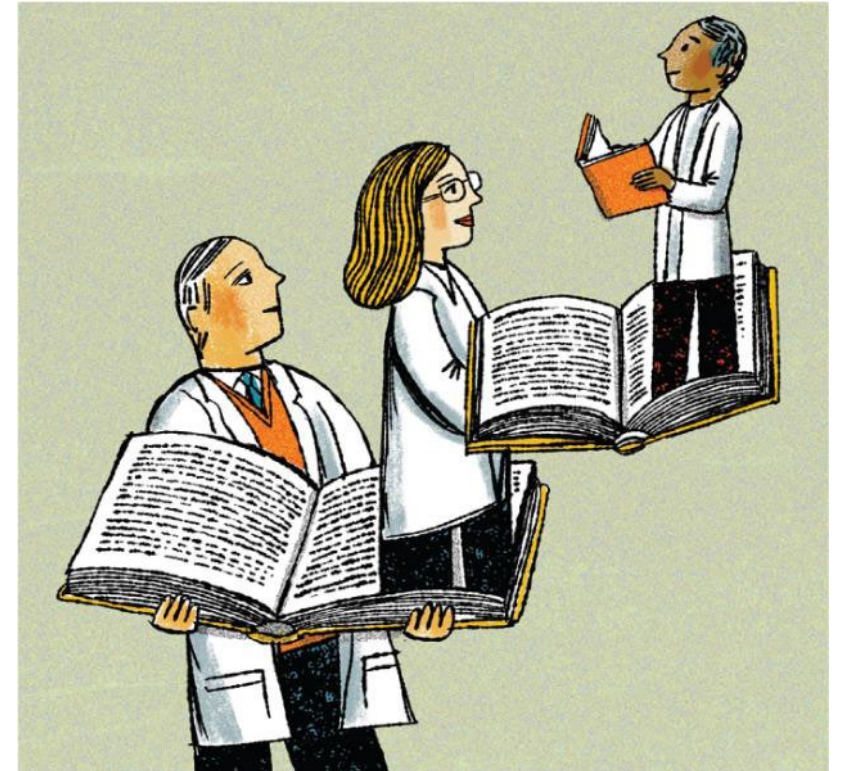


Next steps

- Include high school and college students
 - Linked connection – faculty to junior faculty to residents/fellows to medical students to high school students – is ultimate goal with direct interactions facilitated by existing connections
- Combine local and national programs
- Promote interest -- emphasis on women and URM
- Feedback loops: Collect data to evaluate efficacy of long-term mentoring programs on interest and successful pursuit of ophthalmology and incorporate adjustments

Conclusions

- There is currently limited gender and ethnicity diversity in ophthalmology
- Mentorship may increase exposure and access to eye professions as well as sustained engagement
- Can start with local programs and expand and scale to national level
- Improving gender and ethnicity representation in eye care will significantly affect eye care throughout the United States, especially for underserved and minority populations



Pay it forward – a series of ophthalmology mentoring relationships

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Thank you

- My amazing mentors at Harvard and Bascom Palmer
- Prevent Blindness Organization

