

# 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."

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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

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Please choose one of the Asian subcategories below.

- ☐ East Asian  
☐ South Asian  
☐ Other Asian

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Please specify "Other."

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- 5 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

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- 6 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

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Please specify "Other."

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## AFFILIATIONS AND LEADERSHIP

7 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

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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

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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

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Please specify "Other."

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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

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Please specify "Other."

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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

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Please specify "Other."

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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

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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

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Please specify "Other."

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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

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- 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

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### PERSPECTIVES ON DIVERSITY

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- 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

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- 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

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Please specify "Other."

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- 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

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Please specify "Other."

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- 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."

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- 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."

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- 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 singled-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

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- 23 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
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- 24 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
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- 25 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
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- 26 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."

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#### 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."

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- 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

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Please specify "Other."

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- 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

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Please specify "Other."

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- 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

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