

NEWS FROM THE DIVERSITY, EQUITY & INCLUSION COMMITTEE

Summary of Group Project or Activities – Posted June 2024

Name of Project or Activity	Description	Project Status
Activity 1	Demographic Survey	Ongoing
Activity 2	Junior Resident Scholarship	Ongoing
Activity 3	SCA Newsletter	Ongoing
Activity 4	Unconscious Bias Training	Ongoing
Activity 5	2025 SCA Meeting Panel Proposal	*New
Activity 6	SCA DEI Podcast	New

*2025 Annual Meeting Plenary Session Panel Proposal

- Panel Title:** Voices of SCA Members: A Place to Belong and Grow
- Panel Title:** Are you ready for the AI wave?

Summary of Group Meetings – Posted June 2024

Type of Group Meeting	Date	Action Items from Meeting
Zoom Call	Tuesday, September 5, 2023	<ul style="list-style-type: none"> The board approved the Committee's requests to enhance the program (complimentary registration, membership for non-members, funding for dinner, and marketing budget). The timeline for the 2024 Junior Scholar program has been approved. Demographic survey results discussed. The survey went to 2980 members with 265 respondents. Discussed having DEI content in the board certification exam study materials.
	Tuesday, November 7, 2023	<ul style="list-style-type: none"> Junior Resident Scholarship updates <ul style="list-style-type: none"> Reviewers and scoring rubric. Maintained the 2-hour onsite program. Scholars will be acknowledged with other awardees. Communications Group agreed to focus the February newsletter article on the Supreme Court's ruling on affirmative action in college admissions. Unconscious Bias Training Update: The Board of Directors would like the committee to reconvene and present a more economical solution.
	Tuesday, January 9, 2024	<ul style="list-style-type: none"> Junior Resident Scholarship updates <ul style="list-style-type: none"> 2023 post-program survey results Seven responses: Five applied for a cardiothoracic fellowship, one for critical care, and one for pediatric. All stated that the program influenced their decision. Reviewers, mentors, and scoring rubric were approved. Agenda for onsite program finalized
	Tuesday, March 12, 2024	<ul style="list-style-type: none"> AATS/SCA Joint DEI Committee Meeting at 2024 annual meeting. SCA Newsletter articles for 2024 discussed. Research Working Group - proposed a series of podcasts for the SCA University titled Health Equity Rounds (HER). Discussed changing the committee's name. Discussed 2025 Plenary Session Proposals Leadership Change approved— Dr. Liang will be moving into the chair position of the AKI Sub-Committee. Dr. Arthur will take her place on the DEI Committee as vice-chair.

BOARD ACTION REQUESTS – Posted June 2024

Requests for Board of Directors Consideration

- Action / Request 1: Podcasts titled Health Equity Rounds (HER)**
We request board approval for a series of podcasts titled Health Equity Rounds (HER) that the Research Working Group is creating for SCA University. The podcast will provide CME credit.
- Action / Request 2: DEI Committee Name Change**
We request board approval for the DEI Committee's name change to reflect its broader work in addressing equity in cardiovascular medicine. Committee members are deliberating on several options for names, which will be finalized once board approval is obtained.

POSTED NOVEMBER 2023

Summary of Group Meeting 1: Date: May 7, 2023

At this committee meeting, Drs. Liang and Sileshi first welcomed new committee members. Then committee members did a self-introduction and shared aspirations for joining this committee. Dr. Ashley then provided updates on the demographic survey. The survey has been reviewed and revised by committee members; additional edits were made after research committee review. The survey shall be sent out after figuring out some additional logistics. Dr. Arthur again shared the detailed program for the Junior Scholarship program at the SCA, encouraging committee members to participate in the 2-hour program presentation, their poster presentation, meeting with the keynote speaker, and dinner with the scholars. Dr. Mondal gave updates on the newsletter contribution and the few identified highlights for the next few issues. Finally, we discussed the 2024 annual meeting program proposal/plenary presentation. The topics and speakers have been decided and submitted to the scientific program planning committee for approval.

Summary of Group Meeting 1: Date: July 11, 2023

At this committee meeting, Dr. Sileshi welcomed everyone to the call, noting new committee members. Dr. Oakes was introduced as the committee's newly appointed SCA Board liaison. Then Dr. Sileshi and the committee members took a moment to reflect on the Supreme Court's decision. The committee voiced concerns regarding the decision. May need to reconsider how sub-specialty/SCA handles recruitment and grants, etc. Subsequently, Dr. Oliver updated the demographic survey. The survey has been live since July 21, and we have received over 100 responses so far. The committee discussed various ways to promote the survey outside of blast emails. Dr. Sileshi will contact Dr. Doug Shook regarding data from SF Match. Mary Lunn to investigate if new SCA members could receive the survey as part of their welcome packet. Next, Dr. Arthur shared the survey results from the Junior Resident Scholarship Program participants. The program was viewed very positively overall. A few areas of improvement have been identified, such as including the annual meeting registration fee as part of the grant (or significantly reducing it); increasing the grant amount, and removing SCA membership requirement for CA1s. Dr. Sileshi is to include the above requests in his October chair report to the Board; Dr. Oakes is to present the requests at the October Board meeting. Lastly, Dr. Mondal to email the full committee asking for a volunteer to write the article for the August Newsletter, due August 1. Options discussed include either highlighting Dr. Milan's JACC review or Dr. Sumler's DEI publication at the JCTVA.

Summary of Group Meeting 2: Sep 5, 2023

At this committee meeting, Dr. Arthur first gave updates on the Junior Resident Scholar program, specifically thanks to the Board for approving the Committee's requests to enhance the program (complimentary registration, membership for non-members, funding for dinner, marketing budget). Additionally, we shared and confirmed the timeline of this grant application and approved the application announcement email. Mary Lunn will continue working with Veritas staff to secure time/space for the Two-hour block for program content, Poster session, and Scholar dinner. Committee members felt important to secure an early time slot for the program on Saturdays/Sundays to ensure good attendance. Then Dr. Sileshi updated on the implicit bias training. The subcommittee met one week ago and will submit a one-page proposal in a month to submit to the board. Jim Pavletich will update the EC on their next call. Dr. Oliver then updated the committee on the demographic survey. The survey is closed. Analysis has not been completed. Due to the low response rate, Dr. Oliver will investigate possibly reopening the survey to obtain more respondents. If the survey is reopened, Mary Lunn will forward the survey link to committee members for promotion. Finally, Dr. Deshpande will contact Dr. Gina Linganna regarding DEI content in the board certification exam study materials.

FUTURE PROJECTS

We have a few working focuses in the next 6 months:

1. Complete the membership survey analysis, share the results with SCA leadership and committee members, and potentially publish it. We hope this survey results will help us to further understand the voices and needs of the SCA members on the topic of DEI, which will set up our future working goals and directions.
2. Finetune the implicit bias training proposal to the SCA. The committee also plans to assist SCA in developing and executing some of the tasks.
3. Continue working with SCA leadership to finetune the Junior Resident Scholarship Program. Lessons learned from the inaugural program last year will help us shape this year's program. Key changes have been made based on the feedback received from last year's program. We view this as one of the most important initiatives for the committee and would like to continue committing as a standing program.
4. Continue to contribute to the SCA newsletters and hopefully bring DEI more to the public and front line.

POSTED JUNE 2023

Summary of Group Meeting 1 - Date: Nov 8, 2022

At this committee meeting, Drs. Sileshi and Liang first announced that due to regulation changes at the SCA, co-chairs are not permissible per the Bylaws. Drs. Sileshi and Liang mutually agreed that Dr. Sileshi will assume the role of chair, and Dr. Liang that of vice-chair. Additionally, a total of 18 applications were received through the Call for Volunteers including 6 new committee members. These new members will be introduced to the committee at the May 2023 committee meeting when their term starts. Drs. Sileshi, Liang, and Arthur then gave updates on the Junior Resident Scholar program. Ten grants will be awarded with \$1,000 each. The \$1,000 travel grant must include the cost of meeting registration. Recipients will receive early bird registration rate regardless of when applicants are accepted. Limited administrative support from Veritas for 2023, however, the Committee will take the administration work to expedite this year. The target audience will be CA1 self-identified underrepresented minorities (Not CA2). The proposed timeline will be: application to launch in December, selection in January. Dr. Sileshi to develop the first draft of the selection process; Drs. Deshpande, Jankowska, and Winston to provide feedback/assistance. DEI committee will provide mentor if the recipient does not have one already selected. We will also brainstorm on developing a special program during SCA to enhance the experience of junior scholars. Dr. Oliver then briefly discussed the Membership Survey. The proposal was submitted and feedback received from the Research Committee. Will tweak the survey accordingly and resubmit for final approval.

Summary of Group Meeting 2 - Date: Jan , 2023

At this committee meeting, Drs. Liang and Sileshi first made announcement on the incoming Committee Members, including the name and institution; they will be appointed in May. For those invited for second term, please confirm/accept invitation. Then Dr. Arthur Junior gave updates on the Junior Resident Scholarship Program: the application window has been extended to January 22; Dr. Sileshi shared the reviewers score sheet and explained the rationale behind the criteria; the committee discussed in detail; committee members asked to promote scholarship to their program directors. Mary Lunn to send the eblast text to Dr. Sileshi for possible editing; marketing schedule may be adjusted. Dr. Oliver gave updates on the Demographics Survey: Survey has been approved by the Research Committee for distribution; Dr. Oliver commented on the feedback received from the Research Committee (such as repeating the survey in 5-year intervals). Committee members will receive a mockup of the survey from Dr. Oliver. Plan the survey will roll out by the May meeting. Lastly, Drs. Liang and Sileshi shared some ideas on Newsletter contribution. Dr. Sileshi would like to see a contribution in every issue. February Issue: Jr Scholarship (Mary Arthur to draft); April Issue: Keynote speaker from Annual Meeting (Trevor Sutton to draft); June Issue: Michele Sumler's article; August: Dr. Oliver's survey.

Summary of Group Meeting 3 - Date: March, 2023

At this committee meeting, Dr. Mary Arthur first gave updates on the Junior Scholars Program-all 10 scholars accepted the grant; Kerim Oz, the annual meeting program manager will be corresponding with the scholars regarding the abstract submission/presentation; will need volunteer to moderate poster session since we added additional posters. Dr. Oliver then shared a suggested annual meeting schedule/program for the scholars; Dr. Arthur indicated she has an updated version and will distribute that to the committee. The scholars will be invited to dinner with the DEI Committee; members of the committee will cover the cost of the scholars' dinners. Second agenda item was Unconscious Bias Training. Dr. Yafen Liang presented the background and scope of the training. Dr. Michele Sumler will lead the development, but other committee members will contribute. A few important items need to be determined: such as the timeline, topic needs to be covered, logistics, targeted audience, certificate, live session, etc. Dr. Liang will discuss the above with Dr. Glas and will report back to the committee. Anyone willing to assist with the program's development should contact Dr. Sumler. The third agenda item was on the 2024 SCA Plenary Session Proposal. Dr. Amanda Rhee, incoming chair of the QSV Committee, reached out to Drs. Liang and Sileshi regarding collaborating on a session for the 2024 Annual Meeting on DEI professionalism. Dr. Liang will be discussing the option with Dr. Rhee tomorrow. Submissions for the 2024 Annual Meeting are due March 14, 2023. Regardless of collaborations, the DEI Committee would like to submit an independent proposal. Mary Lunn and Dr. Liang will inquire with Kerim Oz regarding DEI topics presented at the most recent annual meetings to avoid repeated topics. Potential session ideas/topics will be discussed via email. Demographics Survey update - Ashley Oliver gave updates on the survey. Goal is to launch survey within the next few months, with data back by late summer and manuscript ready by late fall. Communications Group update – Dr. Sam Mondal stated that the DEI article for the February Newsletter was not published. Mary Lunn to inquire with Denise Herdrich. The DEI Committee will have articles prepared for each Newsletter and discussed topics for the publishing months.

COLLABORATION - We anticipate collaborating with the Safety, Quality and Value committee in the future to develop a mutually interested session proposal for the future SCA annual meeting. We will also collaborate closely with the board on carrying out the unconscious bias training.

FUTURE PROJECTS

1. Ensure the success presentation of the Junior Scholarship program at the annual meeting. Will be hands on interacting with these scholars and maximizing their experience. A solid program has been developed and we will ensure it is executed well. Given this is the first year of this program, we plan to evaluate the process and adjust as needed for next year.
2. We will continue rolling out the membership survey. We hope this survey will help us understand the voice and needs of the members on the topic of DEI, which will set up our future working goals and directions. We plan to share the results with the SCA in an upcoming newsletter later this year.
3. We will continue contributing to the SCA newsletter on topic on DEI. We have planned for the next 4 newsletter contributions, will continue to identify inspiring topics.

4. We will ensure the successful execution of the keynote lecture at the annual SCA meeting.
5. We will support and assist SCA to carry out unconscious bias training for targeted audience groups.
6. We will regroup to investigate the possibility of creating a healthcare disparity/DEI submission pathway for the annual meeting. Need to identify the amount of abstracts submitted in last few years on this topic and if such proposal will be viable. If viable, then will collaborate with scientific program committee and the board about next steps.

POSTED NOVEMBER 2022

Requests for Board of Directors Approval: We are requesting the Board of Directors to approve our proposal to develop the Junior Resident Scholar Program at the SCA. This program is designed to expose minority residents to the clinical practice of cardiothoracic anesthesiology by attending the SCA annual meeting. It also allows URM resident scholars early involvement in the SCA through interactions with leaders of the sub-specialty and other cardiothoracic anesthesiologists. We hope this program will increase the diverse composition of the future CV anesthesia workforce, by which we will be able to increase the health care equity and patient outcome.

Summary of Group Meeting 1: May 15, 2022

- At this committee meeting, we first shared the year to date achievement/activities with the committee members. Then we shared with the group that the proposal of 2023 annual meeting keynote speaker focusing on DEI has been approved by the SCA president. We discussed potential candidates of the key note speaker. Michelle, Trevor and Ashley will vet on these candidates and report back to the committee so that we can send final recommendation to SCA board. We also discussed the dedicated plenary talk on DEI at the 2023 SCA annual meeting. Michelle updated us that she has worked with the scientific planning committee to finetune the format, the potential speakers and their presentation titles. We additionally solicited some preliminary ideas for contribution to the SCA newsletters. Finally, Mary Arthur shared with us her draft proposal of the junior resident scholarship program.

Summary of Group Meeting 2: July 12, 2022

- At this committee meeting, we first shared with the group the news that Dr. Clyde Yancy from Northwestern University was selected to be the key note speaker at 2023 SCA annual meeting. Dr. Yancy has accepted the invitation. Dr. Sumler reported that the DEI Committee's plenary session proposal to the 2023 SCA Annual Meeting was accepted, though the faculty have not yet been confirmed by the Scientific Program Committee. Once confirmed, speakers will be notified and asked to accept the invitation to present by the end of the summer. Drs. Mondal and Oliver Ashley noted that they anticipate having an update for the Committee during the September meeting about the SCA member survey on demographics and mentoring program. Dr. Mary Arthur reviewed the specifics of the proposal on Junior Resident Scholarship Program Proposal. Dr. Arthur, committee chairs and Jim Pavletich to meet offline regarding the logistics and budget needs of the proposal. Finally, the DEI Committee's communication group briefly discussed when and how to contribute to the SCA newsletter.

Summary of Group Meeting 3: Sep 9, 2022

- At this committee meeting, Dr. Mary Arthur first shared with the group the meeting discussion with Veritas/Jim on the Junior Resident Scholarship Program. The logistics issues are discussed in detail and these include the possibility of using same platform for submission, the presentation location at the meeting, the numbers of awardees and timeline for the submission etc. Jim to discuss with Andy and scientific program planning committee and will give us updates late. We are hopeful that we will be able to roll out the program this year. Drs. Ashley Oliver and Seema shared with the group the DEI committee survey to SCA members and the team approved the content of the survey. Ashley and

Seema to work with Mary on the next step how to roll out the survey. Finally we discussed the potential ideas for newsletter contribution from SCA, this include editorial on certain important DEI publications, highlight certain important person in DEI, discussion of DEI topics etc. We decide to contribute to the Oct issue of newsletter by highlighting Dr. Sutton's recent publication in JCTVA.

FUTURE PROJECTS

1. Roll out the membership survey. We will work with SCA administrative team to roll out this survey to SCA members. We hope this survey will really help us to understand the voice and needs of the members on the topic of DEI, which will set up our future working goals and directions. We hope to share the results with the SCA in one of the newsletters.
2. We will continue working with SCA leadership to roll out the Junior Resident Scholarship Program if this gets approved by the board.
3. We will continue contribute to the SCA newsletters and hopefully bring DEI more to the public and front line.
4. Establish a process withing the SCA scientific program committee to propose a special abstract track focusing on health care disparity and the broad topic of DEI.

POSTED JUNE 2022

Summary of Group Meeting 1:

- Sep 7, 2021
- At this committee meeting, we shared the summary of the committee chair's initial collaborative meeting with the WITCA. We shared the committee chair report that has been submitted to the board, including the board request and future projects. We discussed and agreed to move forward with the initiatives we had identified in the previous meeting. In order to tackle these action items, the group felt necessary to divide the committee into a few different working groups. Members will indicate their interest in specific working groups and final assignments will be made by the co-chairs. Google teams will be used as the platform for these working group meetings. The Working group will meet on the alternate month of the committee meeting.

Summary of Group Meeting 2:

- Oct 5, 2021
- At this group meeting, we first announced the working group assignment for the committee members. Then each working group had a break-out session where each committee member discussed their purpose of joining that specific working group, the vision, and tasks they foresee for the working group. A working group leader was identified. This leader will organize the working group meeting and directly communicate with the committee chair. Finally, we had a close-out session to communicate the items discussed at the working group break-out session discussion.

Summary of Group Meeting 3:

- Nov 2, 2021
- At this group meeting, we first confirmed the frequency and platform for the working group meeting. We briefly updated the committee on each working group's meeting decisions. Then we discussed and finalized the mission statement and goals. We determined that they are ready for submission to the board for review.

Summary of Group Meeting 4:

- Jan 4, 2022
- At this group meeting, we first shared with the group the news that the Executive Committee reviewed the DEI mission/goal statement, which they approved except for one modification. It should be

referred to as the group's charter, and not as a mission or goal statement. Then we discussed very briefly the logistics associated with the working group meeting. The meeting will be organized by the working group leader only, not through VERITAS. Then we shared the updates from the different working groups.

Summary of Group Meeting 5:

- March 5, 2022
- At this group meeting, we shared with the group the 2023 annual meeting committee proposal where we planned to submit a dedicated plenary talk on topics relevant to DEI. We shared the SCA pin design with the group. We updated our discussion with the VERITAS and board about the unconscious bias training and the logistics of the survey. The demographic and mentoring group are to work together to finalize the survey contents in the next 1-2 months. We also proposed to have an in-person meeting/get-together at the annual SCA meeting in May.

Since the last chair reports, these are areas and actions we have addressed:

1. We have divided our committee into 5 different working groups: mission statement, demographic, research, mentoring, and communication. Each working group will organize and hold its own meeting every other month (on the month when we do not have a committee meeting) and identify their pressing issues and action items and then bring them back to the whole committee for discussion.
2. We developed our formal committee mission statement and goals (charter).
3. We published our first introductory news in the president's message in the February 2022 SCA newsletter, in which we shared our missions and goals.
4. We formed a media liaison to timely address the diversity/equality issues raised in media or journals.
5. We completed the design of the SCA safety pins to address DEI at SCA.
6. We completed 2023 annual meeting planning committee proposal where we proposed to include a special section/plenary talk on DEI. The 4 speakers and their respective topics was determined, and full proposal submitted. Additionally, we brainstormed and suggested nominating a keynote speaker focusing on SCA for next year's SCA annual meeting.
7. We initiated early discussion with SCA leadership about providing unconscious bias training within the SCA committee leadership.
8. We are actively working on a survey that will be rolled out to the SCA members to help us understand the current diverse composition of our society, leadership, the gaps, and the needs of the society.

COLLABORATION

SCA DEI committee chairs had an initial introductory meeting with WICTA chairs to identify areas of collaboration, including database sharing and mentoring opportunities. We plan to continue partnering with WICTA in areas of overlap.

FUTURE PROJECTS

We have a few working focus in the next 6 months :

1. Continue working on the membership survey. We will work with SCA administrative team to incorporate this survey to membership annual renewal in order to increase the response rate and accuracy of data.
2. We will continue working with SCA leadership to determine the details of the unconscious bias survey, including the format, frequency, and broadness of the survey.
3. We will continue working with the research committee and annual meeting planning committee to propose to set up a new section at the SCA annual meeting focusing on healthcare disparity, outcome research according to ethnicity/gender/income level, etc. We propose to promote research on this topic.

POSTED OCTOBER 2021

Requested for Board of Directors

Action / Request 1: We propose SCA to have a survey of members as well as speaker database regarding their ethnicity, gender, seniority levels to obtain basic knowledge of the current status on diversity within SCA. This database shall be shared with SCA members. We envision utilizing this database in the future to set goals for improvement in speaker diversity.

Action / Request 2: We propose to work with WICTA to expand their scope to woman in cardiothoracic anesthesia as well as under-represented minorities so that a larger group of members could benefit from the various initiatives/career development coaching they are already working on.

DESCRIPTION & GOALS

The DEI committee is a new formed committee for SCA this year. Our goal is to promote diversity, equity and inclusion within the SCA and cardiovascular medicine. The working scope includes clinical practice, education, research, and community outreach. Given this is a new committee, we plan to spend the first six month of this committee brainstorming, doing a thorough needs assessment, and understanding what programs currently exist that address DEI in the society. Based on this information we plan to develop a mission and purpose statement for the committee.

COLLABORATION

Based on our initial assessment, we believe it would serve our committee to collaborate with the following committees and special interest groups: Research Committee; Scientific Program Planning Committee; Thoracic Anesthesia Symposium Planning Committee; ACTA Program Directors Council; and WICTA. We have started initial engagement with these groups and we hope to have committee member liaisons to collaborate with these groups to help DEI achieve its mission of promoting DEI within SCA.

FUTURE PROJECTS

Action 1: We propose to set up a new section at the SCA annual meeting focusing on healthcare disparity, outcome research according to ethnicity/gender/income level, etc. We propose to promote research on this topic. The formats could be lecture session on this specific topic, abstract presentation and best abstract award on this topic, and research grant on this topic.

Action 2: We propose to revise the requirement of starter grant to take consideration of health or personnel issues that resulted in delay in personal career development, such as maternal/paternal leave, significant illness.

Action 3: We plan to propose SCA to form a media liaison (if not existing already) to timely address the diversity/equality issues raised in media or journals. Also propose to have a specific space dedicated to diversity/equality in the SCA newsletter.