



ASGE ANNUAL REPORT

ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN
GASTROENTEROLOGY

2024

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Advancing Diversity, Equity, and Inclusion in Gastroenterology

The American Society for Gastrointestinal Endoscopy (ASGE) recognizes and values the importance of embracing diversity, equity, and inclusion. In 2021, the ASGE Governing Board approved plans to advance the Society's DEI efforts.

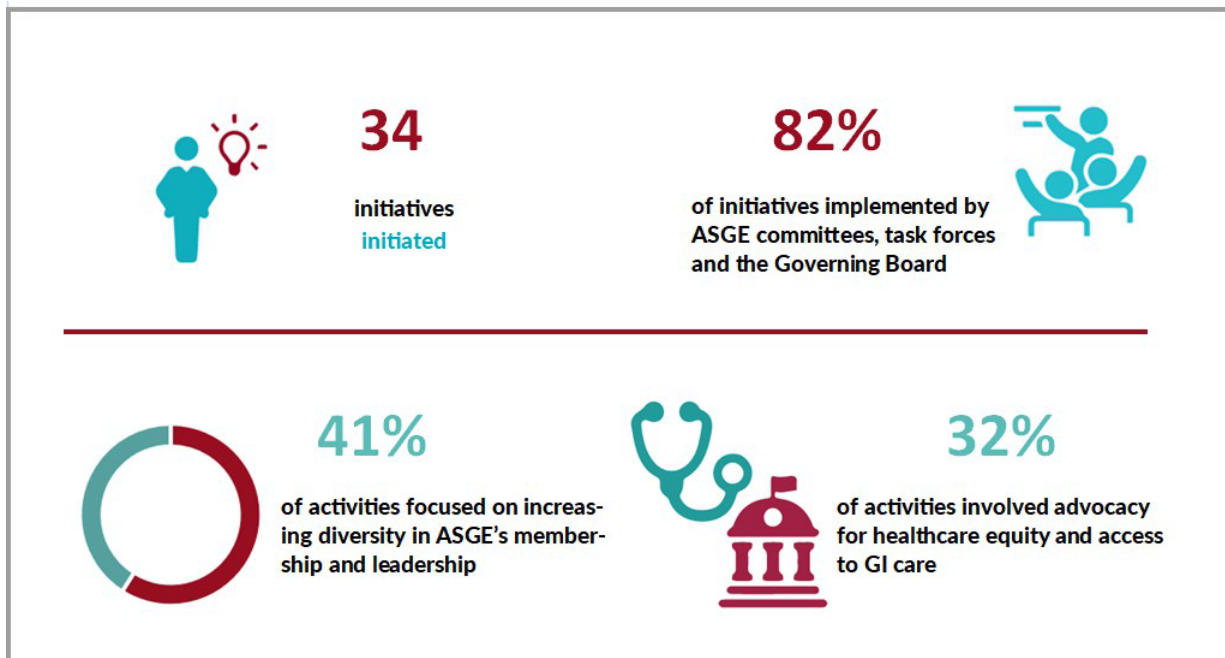
What does DEI mean to ASGE?

- **Diversity:** Ensuring that ASGE capitalizes on the benefit differences in race, ethnicity, gender, sexual orientation, age, geography, and career stage bring to the advancement of the profession, society, and patient care.
- **Equity:** Ensuring that processes and programs are impartial, fair, and aim to provide equitable outcomes for all gastroenterologists and patients.
- **Inclusion:** Ensuring all members feel a sense of belonging and support from ASGE.

Through society-wide initiatives, the priorities outlined in the plans are to be achieved and analyzed annually with updates to the Governing Board.

2024 TOPLINE RESULTS

INITIATIVES AND DEMOGRAPHICS



Staying Focused in 2024

Since launching its DEI Action Plan in 2021, ASGE has made significant strides in advancing diversity, equity, and inclusion (DEI) through society-wide initiatives. Many of the initiatives that began in 2021 remain ongoing. In 2024, ASGE continued its commitment to DEI by expanding educational programming. Notable highlights include dedicating a Thursday Night Lights session to addressing explicit bias in the workplace, incorporating DEI-focused presentations in the Unit Leadership Course, hosting the 2nd Annual Elevate Leadership Retreat, and offering a STAR program in Costa Rica. Additionally, ASGE hosted its inaugural International Reception and Mentorship Program Breakfast at Digestive Disease Week (DDW). These events, alongside a variety of networking opportunities at DDW, fostered a sense of belonging and increased networking. ASGE also held its first International Meet and Greet in India, underscoring its ongoing efforts to connect with international members.

The ASGE Colorectal Cancer (CRC) Screening Project remains a cornerstone of the organization's commitment to improving healthcare equity and access to GI care. In 2024, the program began screening patients for colorectal cancer using stool-based DNA tests and facilitated follow-up colonoscopies for those with positive screens. The program also provided funding to reduce transportation barriers for patients needing colonoscopies. Moreover, ASGE continued to lay the groundwork for requesting appropriations in Georgia to expand the program in 2026.

ASGE's efforts to increase diversity within its membership and leadership have remained strong and consistent throughout 2024.

These initiatives reflect ASGE's steadfast commitment to advancing DEI principles and driving meaningful change within the profession.

Committee Service

Committee applications increased by 34.6% from 2023 to 2024, reversing the decline seen the previous year. Women applicants grew by 21%, while men applicants saw a 36% increase. Efforts continue to encourage members to report their demographic information to enhance diversity across race, ethnicity, and sexual orientation within committees. Additionally, more work is needed to incentivize physician engagement in committee service while balancing the need for flexibility and consideration of individual circumstances.

GI Pathways

ASGE priority to promote diversity in the healthcare workforce pipeline was successfully achieved through several initiatives in 2024. ASGE held its annual DDW High School Outreach Event in, allowing high school students to engage with GI professionals and participate in hands-on workshops. An additional event was held on the medical school level at Howard University School of Medicine with presentations and a hands-on workshop. The Diversity and Inclusion Committee sponsored their annual webinar this year presenting a panel of GI Program Directors across the country for Internal Medicine Residents to learn about applying to GI Fellowships. Two award recipients attended DDW through the Diversity Travel Award and several other applicants were allowed to attend and receive mentorship from ASGE committee members at DDW. Finally, ASGE's presence at the Association of American Indian Physicians and the Latin Student Medical Association Conferences where committee member volunteers and local GI fellows conducted educational sessions on GI pathways, including a bioskills introduction to endoscopy to medical students underrepresented in medicine.



Membership


ASGE's total membership saw a 5.8% increase from 2023 to 2024. Primarily, this is attributed to group membership, return of former members, complimentary memberships for the GI team, and an increase in APP membership.

WHAT'S ON THE HORIZON for 2025?

- Webinars on the Diversity Papers
- Advocacy/Resources to Navigate Impact of the Administrative Priorities on Gastroenterology
- Advocacy to Secure Appropriations in Georgia for the CRC Project
- CRC Screen Project Summit
- Networking Circles

Advancing ASGE DEI Priorities

	DEI Priority	Percentage of Initiatives Addressing Priority	Strategies Employed
<p>DIVERSITY</p> 	<p>Priority 1</p> <p>Increase gender, racial and ethnic diversity in ASGE's Membership, Leadership Awards and Nominations, or Educational Programming with a culture of inclusion.</p>	41%	<ul style="list-style-type: none"> • Increase diversity in awards and award nominations. • Enhance coaching mentorship and sponsorship of members that are underrepresented in medicine. • Increase number of volunteer appointments for URM, women and LGBTQ+ members. • Create opportunities for networking, leadership in medicine including women and LGBTQ+ members. • Increase diversity in educational programming and faculty.
	<p>Priority 2</p> <p>Promote diversity in the healthcare workforce pipeline.</p>	41%	<ul style="list-style-type: none"> • Collaborate with other professional societies to enhance the recruitment of diverse physicians. • Collaborate with other professional societies and industry to enhance recruitment of diverse individuals to medical school. • Develop a workforce pipeline program geared towards recruiting URM and women in GI. • Develop resources that promote the value of a career in GI to medical students and internal medicine residents.
<p>EQUITY</p> 	<p>Priority 3</p> <p>Promote equity and protection in the workplace regardless of gender, race and ethnicity, sexual orientation, religion, or disability.</p>	24%	<ul style="list-style-type: none"> • Support initiatives at the society level and in the practice setting to address sexual harassment in the workplace as well as promote transparency and accountability. • Support policies that ensure physician compensation is equitable; based on comparable work at each stage of a physician's professional career; not based on characteristics of personal identity, including gender. • Family and medical leave policies as well as paid leave policies should be a standard part of physicians' benefit packages, regardless of gender. • Advocate for research and research funding to assess the cause and effect of gender pay inequity and barriers to career advancement in gastroenterology.

	<p>Priority 4</p> <p>Expand healthcare equity and access to GI care.</p>	<p>32%</p>	<ul style="list-style-type: none"> • Support research and career development of GI researchers in health disparities. • Advocate for public policy that ensures access to quality GI care for underserved populations, groups with low socioeconomic status, URM and LGBTQ+. • Support programs and initiatives that help eliminate healthcare disparities in risk assessment and early detection of GI diseases, such as colorectal cancer. • Develop and implement programs to promote awareness of LGBTQ+ - related issues for both LGBTQ+ gastroenterology providers and patients.
<p>INCLUSION</p> 	<p>Priority 5</p> <p>Expand a culturally sensitive and diverse healthcare workforce well trained to deliver quality healthcare that improves the health of all patient populations.</p>	<p>29%</p>	<ul style="list-style-type: none"> • Integrate educational programming on diversity, inclusion, and equity in ASGE educational activities. • Support the provision of regular and recurring implicit bias training by all organizations that employ physicians. Organizational policies and procedures should be implemented that address implicit bias. • Develop and support initiatives to facilitate anti-bias training in additional topics such as Bystander, Upstander and Inclusive leadership training.

Acknowledgements

Special appreciation to ASGE volunteer groups and staff for prioritizing diversity, equity, and inclusion in the planning and execution of their 2024 initiatives.

AI Advisory Council
APP (Advanced Practice Providers)
Committee
ASGE Staff
CRC Screen Project Advisory Council
DDW Annual Scientific Program
Diversity and Inclusion Committee
Education Council
GIE Editorial Board
GOLD (GI Organizational Leadership
Development) Program
Governing Board
Health and Public Policy Committee

Human Resources
International Committee
Intersociety Group on Diversity
LEAD (Leadership Education and
Development) Program
Medical Simulation and Technology
Committee
Quality Assurance in Endoscopy
Committee
Special Interest Groups
Standards of Practice Committee
Women's Committee