



# ASGE ANNUAL REPORT

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ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN  
GASTROENTEROLOGY

2023

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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.

## 2023 TOPLINE RESULTS

### INITIATIVES AND DEMOGRAPHICS



49  
initiatives initiated



78%  
of initiatives  
implemented by ASGE  
committees, task forces  
and Governing Board



47%  
of activities  
focused on increasing  
diversity in ASGE's  
membership and  
leadership



47%  
of activities involved  
advocacy for health care  
equity and access to  
GI care

## Critical Shifts in 2023

ASGE has made significant strides in advancing DEI this year in gastroenterology. Society-wide DEI initiatives increased significantly by thirty-six percent compared to the previous year, with forty-nine initiatives reporting. Efforts to increase diversity in ASGE's membership and leadership remained steady as well as activities around healthcare equity and access to GI care.

## Committee Service

Committee applicants decreased by 28% from 2022 to 2023. This may indicate a decline in interest or engagement in committee service or may just be reflective of physicians burn-out and feeling overburdened with work and family responsibilities. While the number of women applicants decreased significantly from 182 in 2022 to 81 in 2023, the overall growth rate for women applicants was 26%. Men applicants increased by 13% in 2023. More efforts are still needed to encourage members to report their sexual orientation for the Society to be more purposeful in appointing LGBTQ members. Moving forward, ASGE will continue to be mindful of these challenges and will explore ways to support and incentivize physician engagement in committee work while also recognizing the need for flexibility and understanding regarding individual circumstances.

## Education & Resources

ASGE's commitment to increase educational programming geared toward DEI is evident through its introduction of new initiatives in 2023. Programs, such as the Elevate Leadership Retreat for underrepresented minorities (URMs), GenderSpeak course at DDW®, DEI Module for GESAP X, and courses like the APP EoE, Peru STAR Program and Women Teaching Women, aim to promote diversity and address disparities in the field of gastroenterology. ASGE's proactive approach to adding DEI competencies to its programming highlights its dedication to creating a more inclusive and supportive environment for all members, fostering professional development and empowering individuals from diverse backgrounds to excel in their careers. These initiatives signify ASGE's commitment to advancing its DEI principles and driving positive change within the profession.

## Inclusion

ASGE made significant strides in enhancing inclusion among its members across various constituencies. In addition to hosting the Women's Reception and Fellow's Networking Session at DDW®, ASGE organized a SIG reception, AI reception, and International Meet-and-Greet event aimed at fostering connections among like-minded individuals. Notably, ASGE held its inaugural Elevate Retreat, focusing on members URM and LGBTQ early-career physicians. The international newsletter was relaunched to highlight ASGE's global efforts and provide valuable resources to international members. Recognizing the growing importance of APPs within society, ASGE introduced the APP committee and expanded resources with the introduction of the EOE course, catering to this segment. Through its mentorship program, ASGE continues to prioritize increasing opportunities for early career physicians to connect, as mentorship is vital for professional growth and community engagement. These efforts underscore ASGE's commitment to fostering a more inclusive and supportive environment for all its members.

## GI Pathways

ASGE expanded its initiatives to promote diversity in the healthcare workforce pipeline through various programs. These included the DDW High School Outreach Event in 2023, allowing high school students to engage with GI professionals and participate in hands-on workshops. Additionally, a webinar sponsored by the Diversity and Inclusion Committee facilitated discussions between Internal Medicine Residents, medical students, and GI physicians. The DDW Experience Travel Award was introduced, offering two medical students the chance to attend DDW and build professional networks. Finally, ASGE's presence at the Student National Medical Association's Annual Medical Education Conference and Latin Student Medical Association Conference included educational sessions on GI pathways, including a bioskills introduction to endoscopy.

## Funding for DEI Initiatives

Because of ASGE funding secured in 2022, the Society's goal to expand healthcare equity and access to GI care went from 31% in 2022 to 47% in 2023. This year, ASGE initiated phase one of its Colorectal Cancer Screen Project, studying and advocating for access to follow-up colonoscopy after a positive stool-based test for uninsured or underinsured individuals. ASGE also secured funding for various initiatives targeting women and URM, including the Elevate Retreat, Women Teaching Women course, LEAD program, and AWE Women's reception.



## Membership


ASGE's total membership saw a 5.8% increase from 2022 to 2023. Primarily, this is attributed GI Alliance becoming a group member, return of former members, complimentary memberships for the GI team, and an increase in APP membership.

## WHAT'S ON THE HORIZON for 2024?

- Faculty Database
- Implicit Bias Education
- International Reception at DDW
- Networking Circles
- CRC Screen Program Site Launch

## Advancing ASGE DEI Priorities

	DEI Priority	Percentage of Initiatives Addressing Priority	Strategies Employed
<p><b>DIVERSITY</b></p> 	<p><b>Priority 1</b></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>	47%	<ul style="list-style-type: none"> <li>• Increase diversity in awards and award nominations.</li> <li>• Enhance coaching mentorship and sponsorship of members that are underrepresented in medicine.</li> <li>• Increase number of volunteer appointments for URM, women and LGBTQ+ members.</li> <li>• Create opportunities for networking, leadership in medicine including women and LGBTQ+ members.</li> <li>• Increase diversity in educational programming and faculty.</li> </ul>
	<p><b>Priority 2</b></p> <p>Promote diversity in the healthcare workforce pipeline.</p>	35%	<ul style="list-style-type: none"> <li>• Collaborate with other professional societies to enhance the recruitment of diverse physicians.</li> <li>• Collaborate with other professional societies and industry to enhance recruitment of diverse individuals to medical school.</li> <li>• Develop a workforce pipeline program geared towards recruiting URM and women in GI.</li> <li>• Develop resources that promote the value of a career in GI to medical students and internal medicine residents.</li> </ul>
<p><b>EQUITY</b></p> 	<p><b>Priority 3</b></p> <p>Promote equity and protection in the workplace regardless of gender, race and ethnicity, sexual orientation, religion, or disability.</p>	22%	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Family and medical leave policies as well as paid leave policies should be a standard part of physicians' benefit packages, regardless of gender.</li> <li>• Advocate for research and research funding to assess the cause and effect of gender pay inequity and barriers to career advancement in gastroenterology.</li> </ul>
	<p><b>Priority 4</b></p>		<ul style="list-style-type: none"> <li>• Support research and career development of GI researchers in health disparities.</li> </ul>

	<p>Expand healthcare equity and access to GI care.</p>	<p style="text-align: center;">47%</p>	<ul style="list-style-type: none"> <li>• Advocate for public policy that ensures access to quality GI care for underserved populations, groups with low socioeconomic status, URM and LGBTQ+.</li> <li>• Support programs and initiatives that help eliminate healthcare disparities in risk assessment and early detection of GI diseases, such as colorectal cancer.</li> <li>• Develop and implement programs to promote awareness of LGBTQ+ - related issues for both LGBTQ+ gastroenterology providers and patients.</li> </ul>
<p style="text-align: center;"><b>INCLUSION</b></p> 	<p><b>Priority 5</b></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 style="text-align: center;">35%</p>	<ul style="list-style-type: none"> <li>• Integrate educational programming on diversity, inclusion, and equity in ASGE educational activities.</li> <li>• 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.</li> <li>• Develop and support initiatives to facilitate anti-bias training in additional topics such as Bystander, Upstander and Inclusive leadership training.</li> </ul>

## Opportunities for Improvement

### Demographic Data Collection

ASGE's DEI initiatives demonstrate a commitment to diversity, equity, and inclusion. However, there is still a need for protocols to be developed to track, trend, and analyze initiatives for desired outcomes. An area for improvement is the collection of demographic data on course faculty in educational programming beyond gender to measure progress in faculty diversity. A positive step forward is the launch of our new platform, Planstone, which will serve as a repository for speaker and faculty demographics and presentation information. ASGE still has gaps in member demographic data regarding race, ethnicity, sexual orientation, and practice setting. Developing additional strategies to collect this information is essential to ensure that resources are inclusive across age, gender, race/ethnicity, and career stage. To aid in this effort, ASGE added another race/ethnicity category, Middle Eastern/North African (MENA), in collaboration with other GI societies. Adding this option will decrease the number of "other" or blank fields under the race and ethnicity category. Encouraging members to complete all demographic categories will enable ASGE to better serve its diverse membership. Continued efforts in data collection will enhance ASGE's ability to address the needs of its members and promote inclusivity throughout the organization.

### Accountability

Ensuring that DEI considerations become standard practice among ASGE volunteer group leaders and staff is crucial for embedding DEI culture in achieving the society's overarching goals. This alignment can guide decision-making and resource allocation toward advancing ASGE's strategic plan. By doing so, ASGE can better fulfill its mission to be a global leader in advancing digestive care through education, advocacy, and promotion of excellence and innovation in endoscopy. By prioritizing DEI, ASGE contributes to a more diverse, equitable, and inclusive healthcare landscape overall.

## Acknowledgements

Special recognition to ASGE volunteer groups and staff that made diversity, equity, and inclusion a priority in the planning and implementation of their activities in 2023.

APP (Advanced Practice Providers) Task Force  
ASGE Staff  
Awards Committee  
CRC Screen Project Advisory Council  
DDW Annual Scientific Program  
Diversity and Inclusion Committee  
eLearning Committee  
GIE Editorial Board  
Publications Committee  
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  
Member Engagement Committee  
Practice Operations Committee  
Quality Assurance in Endoscopy Committee  
Special Interest Groups  
Standards of Practice Committee  
Training Committee  
Women's Committee