

"BLIND HIRING" IN RADIOLOGY AND INCREASES IN WORKPLACE DIVERSITY

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OBJECTIVE

- Blind hiring is a recruitment approach aimed at reducing bias and promoting diversity in the workplace by concealing certain information about job applicants, such as their names, gender, race, or other potentially bias-inducing characteristics.
- To discuss the role of Blind Hiring in the radiology workplace and it's role to enhance fairness and diversity.

METHODS/MATERIALS

Although our country is a heterogenous melting pot, workforce diversity doesn't often reflect that. Diverse workplaces stimulate creativity, productivity, and growth. Blending a vast array of cultural backgrounds, religions, disabilities, race, and gender employs increased strength in any organization.

Methods to help in blind hiring includes submitting CV's without including personal information, during initial screenings using software that hides personal information but allows qualifications to appear, providing structured interviews and having diverse hiring panels to minimize bias. Thus, further evaluation is needed to identify and implore methods of increasing workplace diversity, within the field of Radiology. Continuous monitoring and evaluation of the process is important. In this study, we examine the use of blind hiring when applied to radiologic resident and faculty workforce.



Fig 1: Source Wall Street Journal. Illustration by Alex Nababum

RESULTS

Increasing workplace diversity in radiology must begin at the medical student stage. Radiology makes up only a small, if any portion of most medical school curriculums, thus most graduating students have little to no exposure and understanding of the field of radiology. Early exposure, mentoring and blinded applications can aid in increasing the application pool and this overall conglomerate of the radiology workforce.

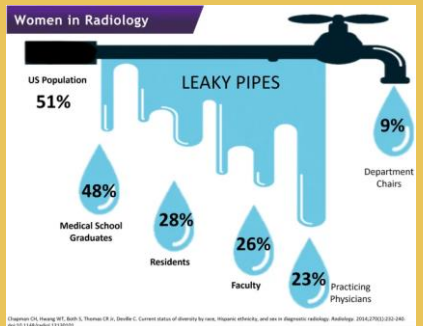


Fig 2: Adopted from Fite, B/Z et al: Depicts leaky career progression of women in radiology despite consisting of 50% of US medical school graduates.

CONCLUSION

Early advocacy, active recruitment, mentorship, and blinded applications are a few methods shown to increase workplace diversity across radiology residents and faculty. It should be implemented thoughtfully to ensure that clinical competence, patient care, and cultural fit are adequately assessed.

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