

# Improving Diversity using ERAS

- Mitigates Unconscious Bias
- Accountability

Track % URM/women who:

Apply

Invited to interview

Interview

Rank to match

# ERAS settings for diversity

- Make self identification viewable
  - (DIO sets default, will see changes)
- Set up a filter to track URM groups
  - (e.g. consider additional filters for status (invite, selected to interview, etc.)

# Setup/Data Filter

Electronic Residency Application Service | ERAS | AAMC | AAMC.ORG | MY ACCOUNT | MESSAGE CENTER (0) | SIGN OUT

Dashboard | Applications | Scheduler | Rankings | Reports | Archives | Setup | Program Messages(0)

Icahn School of Medicine > All Groups > Radiology-Diagnostic

### Dashboard

### Data Filter

Reports

RMS Selection

### Applications

Statuses

Scores

Attributes

### Scheduler

Interviewer Tool

### Users

Manage Users

Pre-Verified Users

My Role

### Rankings

Comparison Tool

The Data Filter allows you to screen sensitive information from view during the application evaluation process. Data in the Screened box will not be shown in the application, reports or filters. Hold the Ctrl key (Command key for Mac users) to select multiple items.

#### Screened

#### Viewable

- Birth Date
- Birth Place
- Citizenship
- Felony Conviction
- Gender
- Limitations
- Misdemeanor Conviction
- Photograph
- Self Identification
- Visa Status

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Apply Cancel

# Should be able to see Self-ID data

Personal Information	
Gender	Male
Self-Identification	Hispanic, Latino, or of Spanish origin Puerto Rican

# Make new filter

**ERAS** | **AAMC**

**Dashboard** | **Applications** | **Scheduler** | **Rankings** | **Reports** | **Archives** | **Setup** | **Program Messages(0)**

Manage Filters | **View Current Results** | View Applications | Exports

Icahn School of Medicine > All Groups > Radiology-Diagnostic  | [Help](#) | [Bulk Print Requests](#) | [Active Applicants](#) | [History](#)

### Modify Filter Criteria

**Applicants Type**

All Applicants  Active Applicants

**Group 1**

Show results matching ALL criteria in this group  
 Show results matching ANY criteria in this group

**Add Criteria**

Self Identification: Equals: --- African American

Selected to Interview: Equals: Yes