



The Royal College of Radiologists

Why is diversity and inclusion important and what is the current 'state of affairs'?

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"Those working in science, medicine, and public health must be representative of the societies they seek to help. But more than that, we have a duty to seek equality as a matter of justice and rights. Anti-racism is a struggle that everybody must join."

See Editorial page 1813

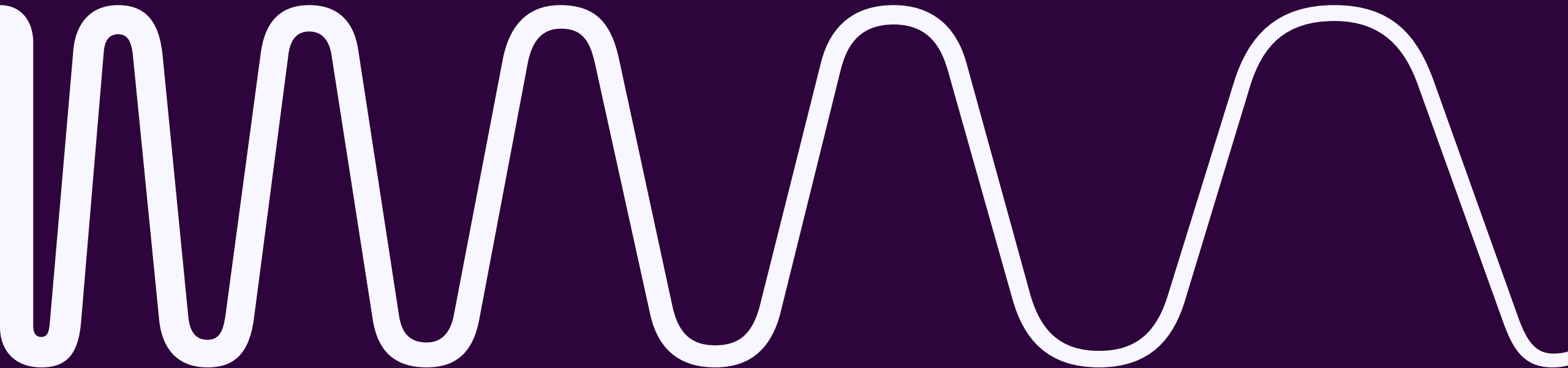


“...marginalised enough to recognise inequity and privileged enough to enact change.

The truth can be triggering, and fragility may manifest as retaliation rather than reflection.

Calling out racism is unsafe; inner strength is vital for self-advocacy to withstand potential retribution.

A little history



| Species | Skin colour/ Temperament | Physical traits | Behaviour | Manner of clothing | Form of government |
|------------|----------------------------------|--|-------------------------------|---|---------------------------------|
| Americanus | Red, choleric and straight | Straight, black and thick hair; gaping nostrils; [freckled] face; beardless chin | Unyielding, cheerful, free | Paints himself in a maze of red lines | Governed by customary right |
| Europaeus | White, sanguine, muscular | Plenty of yellow hair; blue eyes | Light, wise, inventor | Protected by tight clothing | Governed by rites |
| Asiaticus | Sallow, melancholic, stiff | Blackish hair, dark eyes | Stern, haughty, greedy | Protected by loose garments | Governed by opinions |
| Africanus | Black, phlegmatic, lazy | Dark hair, with many twisting braids; silky skin; flat nose; swollen lips; Women [with] elongated labia; breasts lactating profusely | Sly, sluggish, neglectful | Anoints himself with fat | Governed by choice [caprice] |

[illegible]

The experiment is not yet complete. It will take more than a month more for the eggs to be changed completely to a white man. When the transformation is successfully performed, Dr. Kridberg promises to submit his petrels to the medical world. In explaining his experiment, Dr. Kridberg said:

[illegible]

TABLE I.
PATIENT CLASSIFICATION

| <i>Easy to Penetrate</i> | <i>Normal</i> | <i>Hard to Penetrate</i> |
|-------------------------------------|---|-------------------------------------|
| Very young | Average white adult 20 to 55 years. | Excessive musculature |
| Old | | Additive pathology |
| Under-developed | | |
| Destructive pathology | Normal musculature and bone development | Black or brown color |
| <i>Modification in Technique</i> | | |
| 4 kv.p. less than for normal or K-4 | Normal K values | 4 kv.p. more than for normal or K+4 |

Patient Classification, 1957

General body considerations

Consistent production of high quality radiographs requires development of an easily followed technique that is satisfactory in most instances. It is useful to develop a technique chart that shows the maximum permissible deviations from the norm. *The best total results can be obtained only when the time-temperature method of film processing is employed.*

Anatomic and physiologic variations in the patients present an element that precludes written presentation. Listed below are some of the variations requiring consideration. The exposure percentage changes are approximate and are to be varied within set limitations according to the requirements of the patient.

| <i>Physical condition</i> | <i>Exposure change</i> |
|-----------------------------|---|
| Extremely obese | Increase exposure 5 to 15 times |
| Muscular | Increase exposure 30 to 40% or to as much as 2 to 5 times |
| Very thin | Reduce exposure 20% |
| Child | Reduce exposure 20 to 50% |
| Elderly person | Reduce exposure 50% |
| Negroid | Increase exposure 40 to 60% |
| In wet cast | Increase exposure 3 to 4 times |
| In dry cast | Increase exposure 2 times |
| <i>Pathologic condition</i> | <i>Exposure change</i> |
| Sclerosis | Increase exposure 50% |
| Osteomyelitis | Increase exposure slightly |
| Osteoporosis | Reduce exposure 30 to 50% |
| Paget's disease | Increase exposure 50% |

General Body Considerations, 1964





Dr William Edward Allen, Jr
1903 - 1981

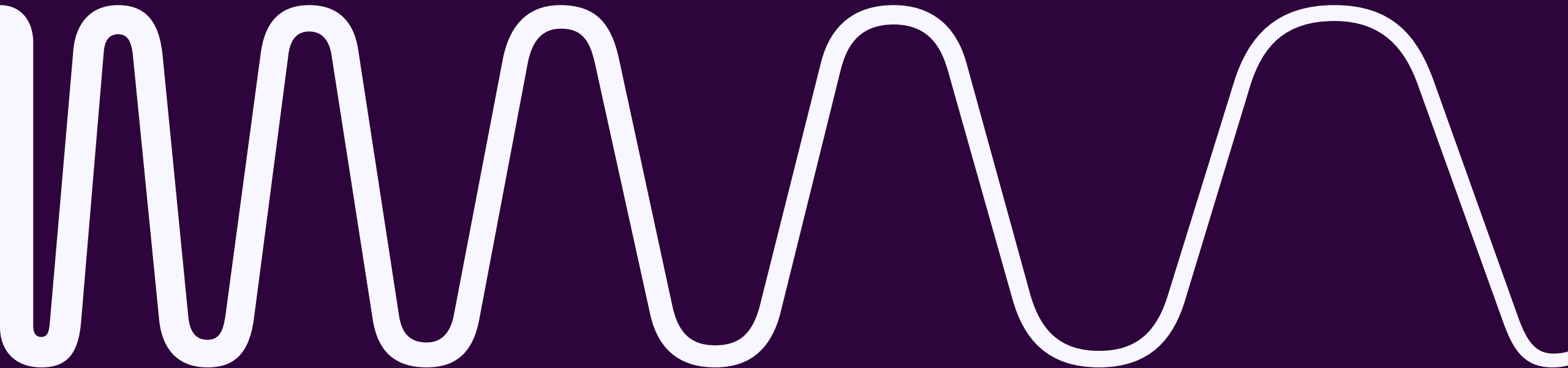


Dr Ivy O Roach Brooks
(1916 – 1986)

- Meritocracy based on measures subject to implicit bias
- False assumption that qualified minority candidates do not exist
- Prejudice and discrimination
- Financial barriers to medicine and subspecialty training
- Undervaluing of minority health research
- Poor representation and retention of minority faculty and leaders

| | Royal College of Radiologists | | | | Royal College of Surgeons | Royal College of Physicians | Royal College of Paediatrics and Child Health | Royal College of Psychiatrists |
|--|---------------------------------|----------------------|--------------------------------|---------------------|---------------------------|-----------------------------|---|--------------------------------|
| | Radiology Board & Committee (%) | Radiology Membership | Oncology Board & Committee (%) | Oncology Membership | Membership | Membership | Membership | Membership |
| Ethnicity | | | | | | | | |
| Asian, Asian British | 26 | 26 | 19 | 21 | 21 | 28 | 39 | 25 |
| Black, African, Caribbean, Black British | 1 | 2 | 0 | 1 | 3 | 2 | 7 | 7 |
| Mixed, multiple ethnic groups | 1 | 1 | 2 | 1 | 3 | NS | 4 | 7 |
| Other ethnic group | 3 | 4 | 1 | 2 | 10 | NS | 2 | - |
| White, White British, Irish | 49 | 40 | 53 | 45 | 59 | 65 | 47 | 61 |
| Not known | 19 | 27 | 25 | 30 | NS | NS | 3 | 1 |
| | | | | | | | | |
| Disability | | | | | | | | |
| Disability | 0 | 0 | 1 | 1 | NS | NS | 3 | 8 |
| No disability/not known | 100 | 100 | 99 | 99 | NS | NS | 97 | 92 |

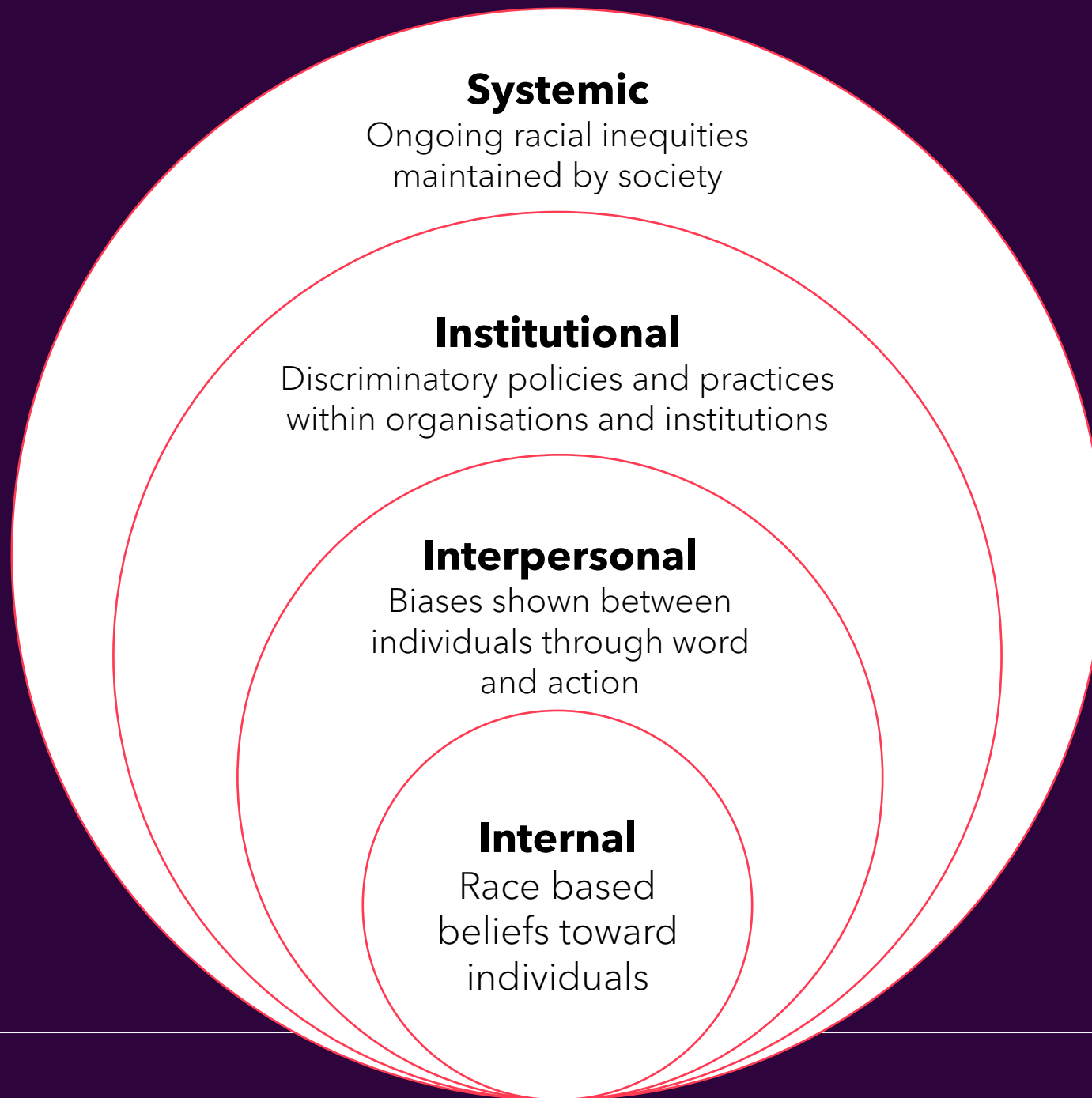
The impact of racism, discrimination & inequality

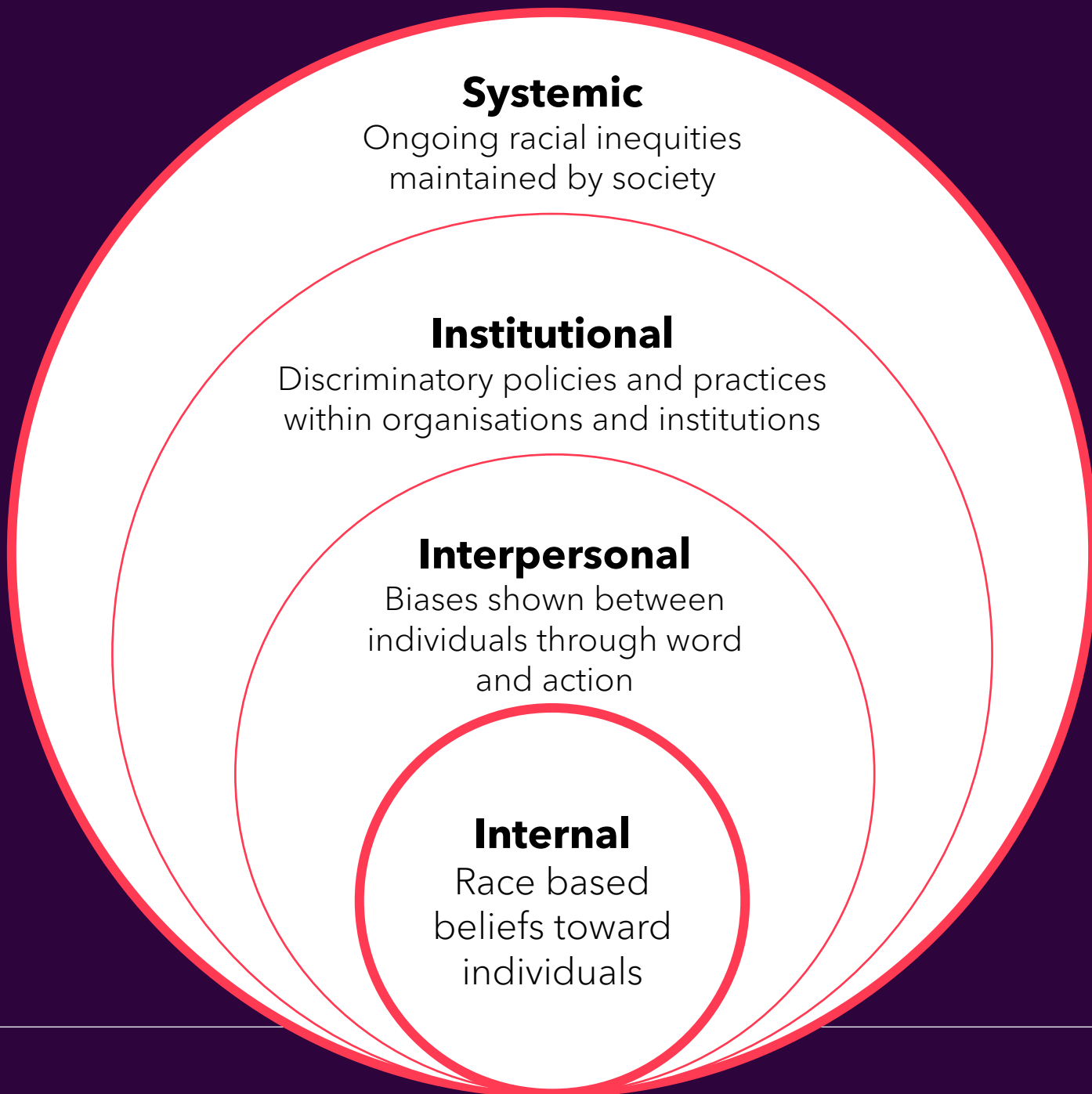




Internal

Race based
beliefs toward
individuals





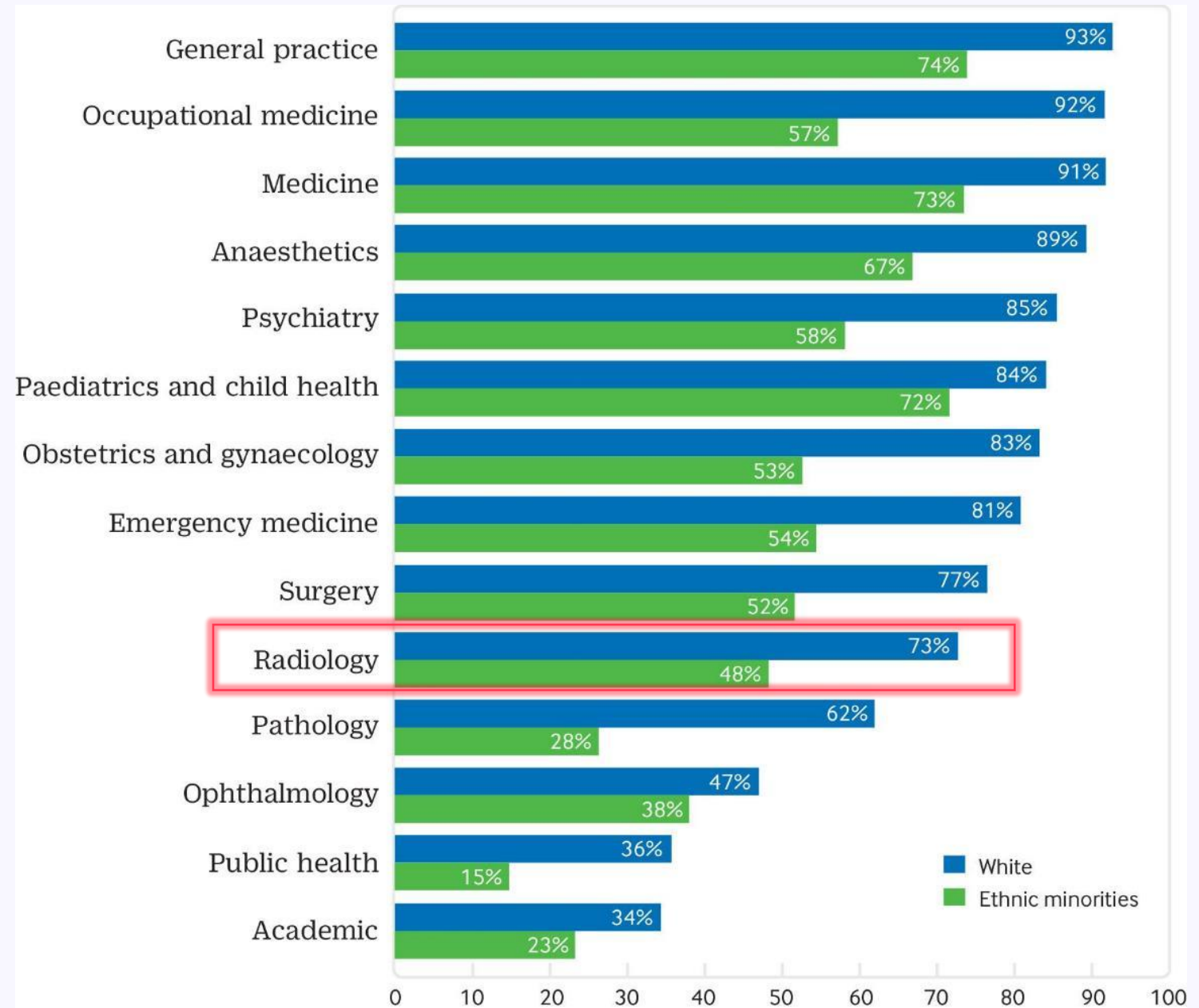


NEWS

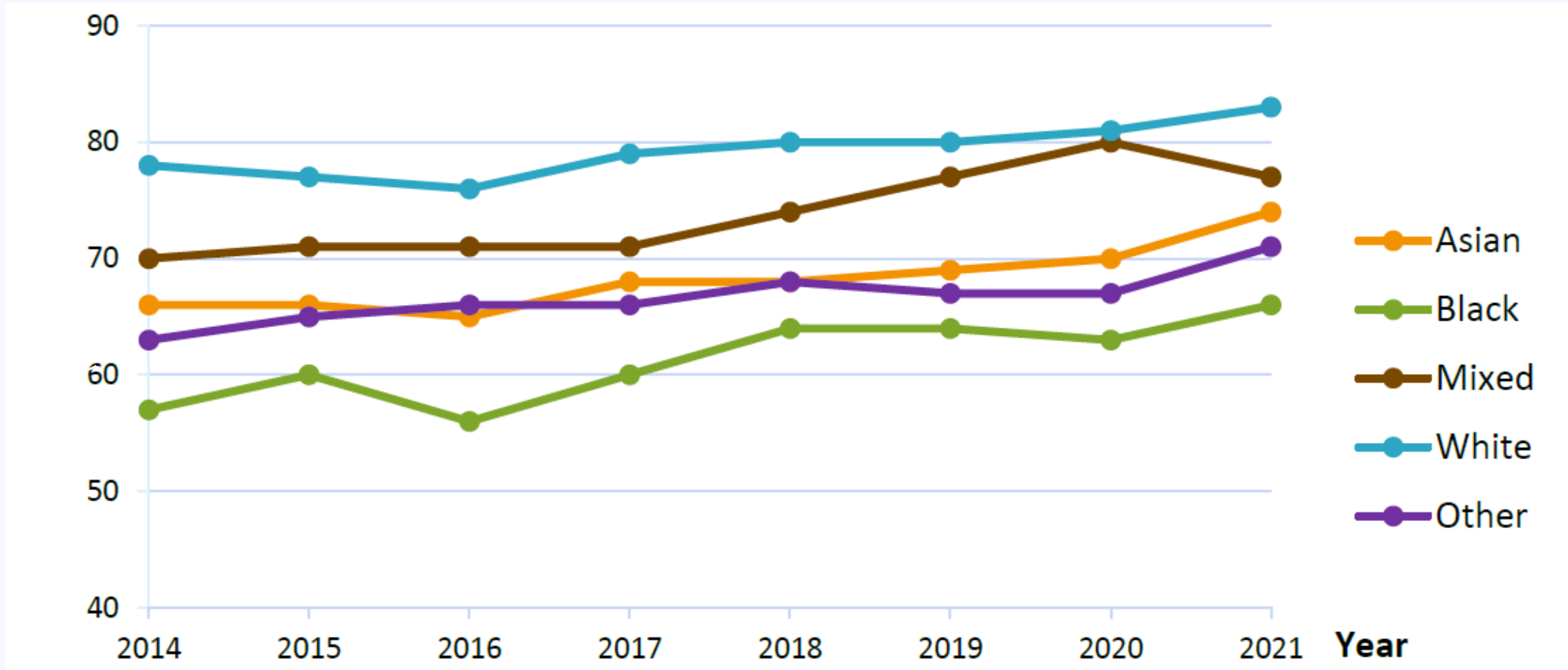
EXCLUSIVE

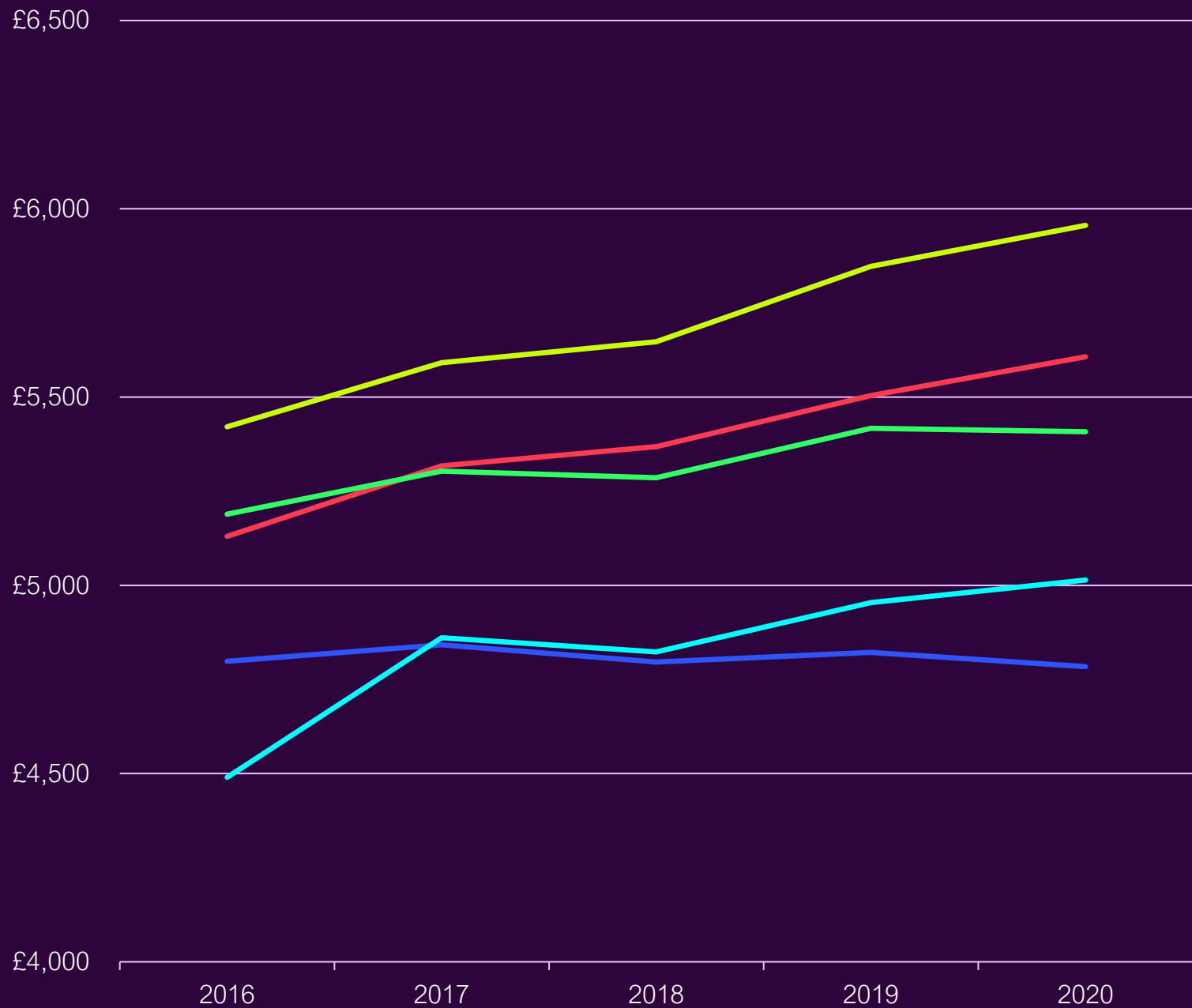
White doctors in London are six times more likely to be offered jobs than black doctors

Proportion of white and ethnic minority applicants considered “appointable” by specialty

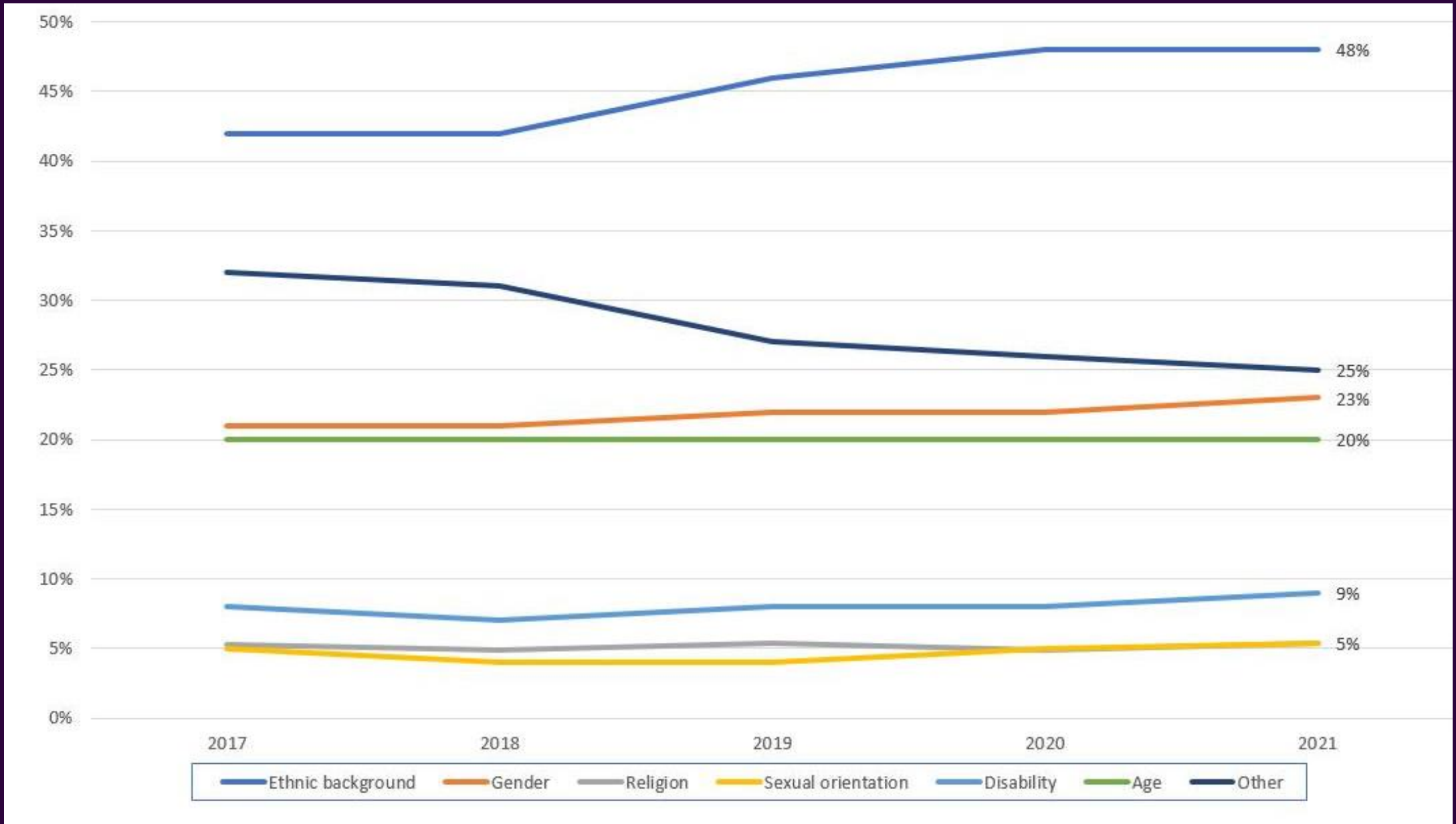


Specialty exam pass rates for UK trained doctors by ethnic group

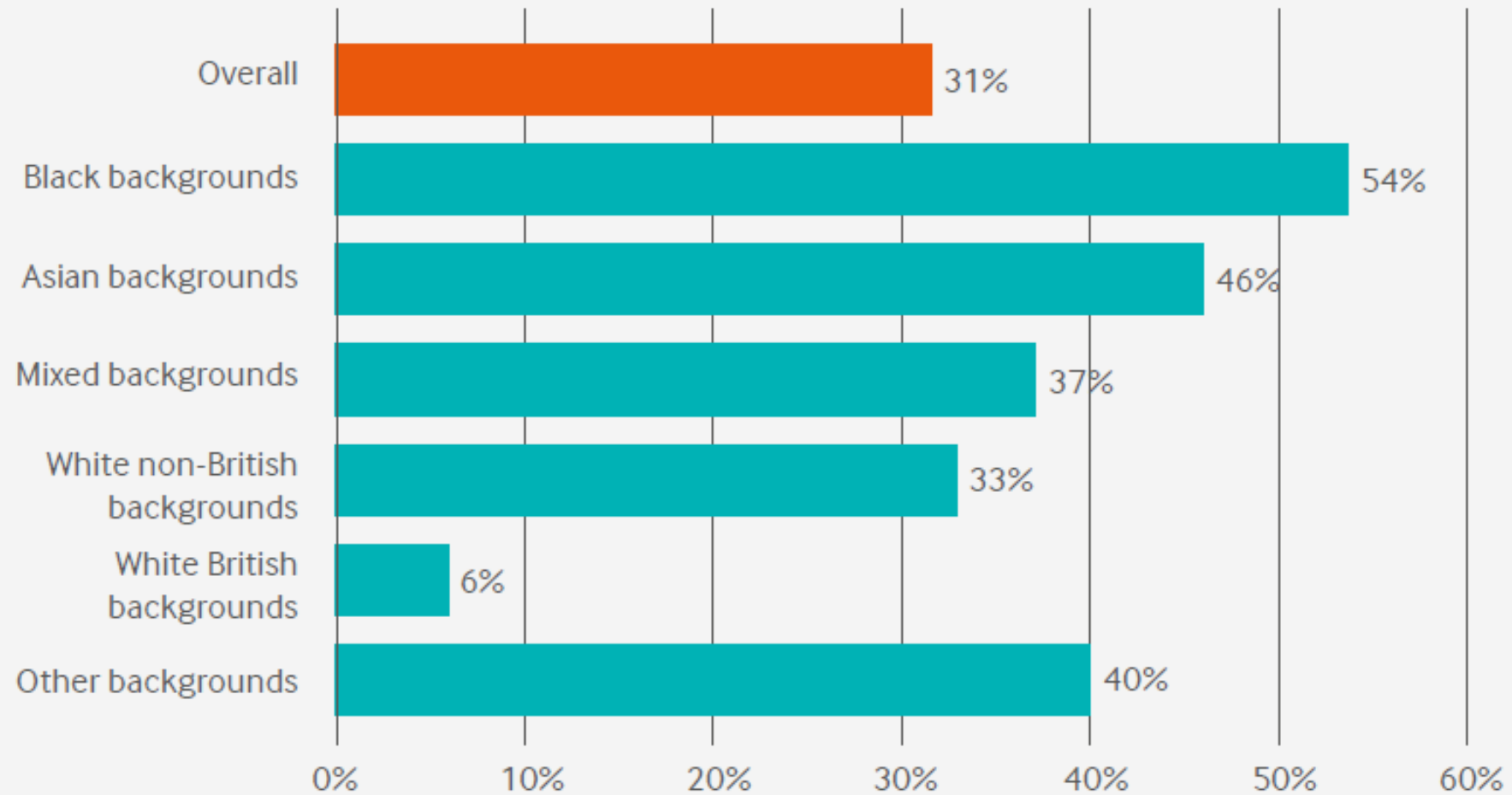








Having your clinical ability or professionalism doubted (n=857)



Only 1% of UK university professors are black

By Sean Coughlan
BBC News family and education correspondent

23,000



Only 1% of UK university professors are black

By Sean Coughlan

BBC News family and education correspondent

23,000

53

0.23% Black
female

3

0.01% Black
female
medical



Professor Amaka Offiah

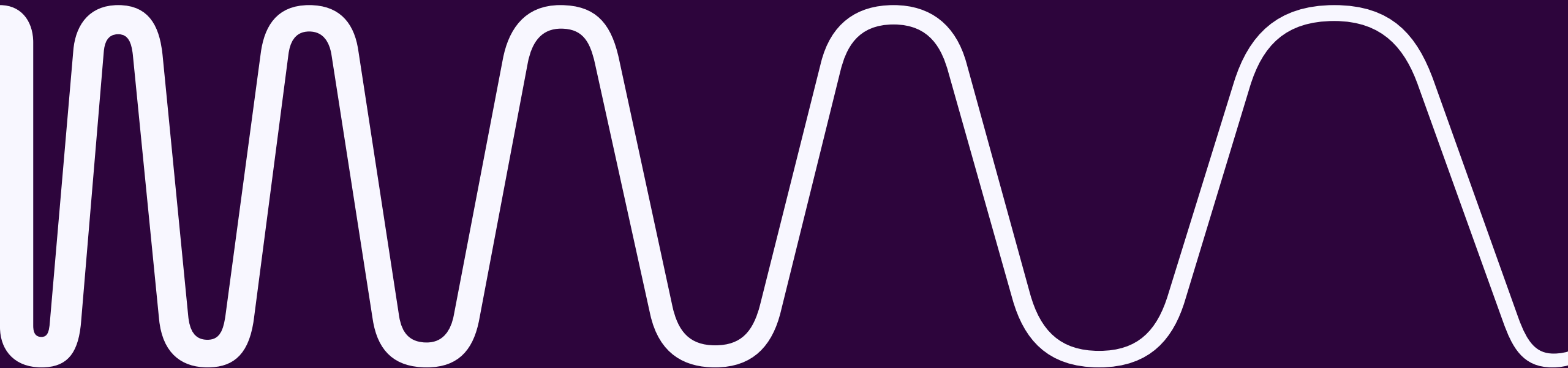
BSc, MBBS, MRCP, FRCR, PhD, FRCPCH

Department of Oncology and Metabolism

Chair in Paediatric Musculoskeletal Imaging



The importance of diversity and inclusion



INACCESSIBLE



ACCOMMODATION



ACCESSIBLE



EQUALITY

Everyone receives the same support, regardless of need.

EQUITY

Individuals given different support / accommodation to enable access.

INCLUSION

Everyone has access:
No need for support / accommodation



More innovation



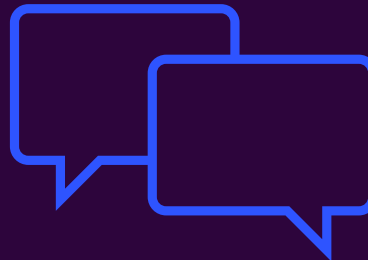
Better retention



Reduced disparities



Increased
understanding

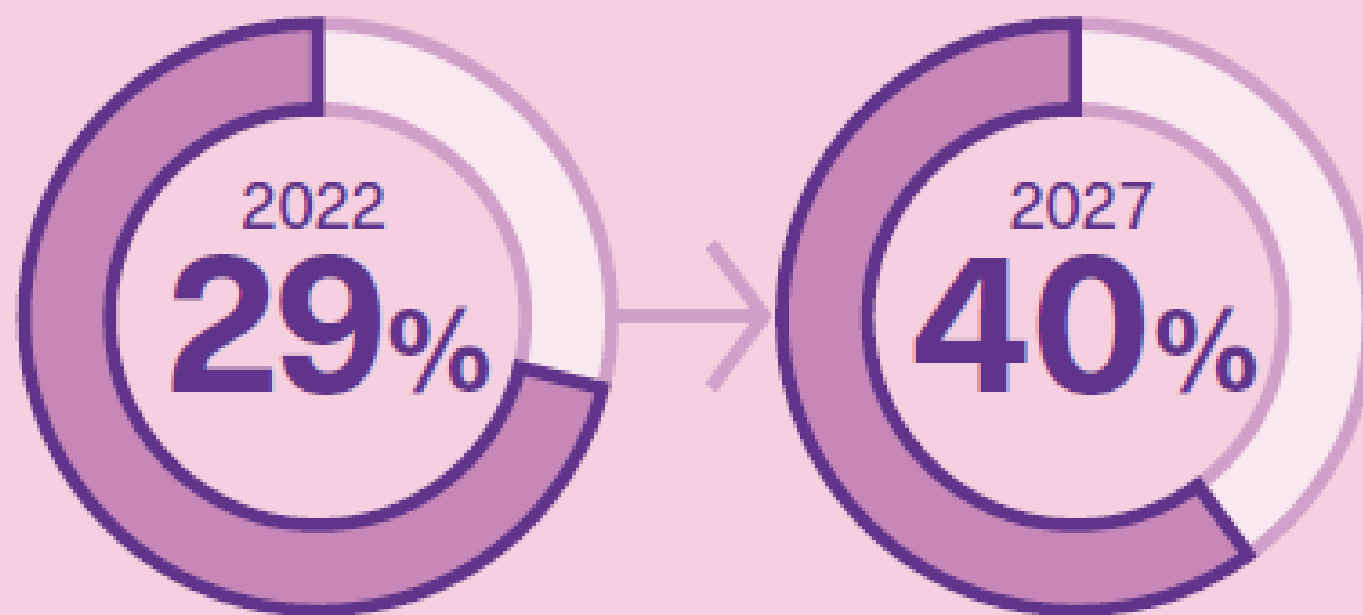


Improved
communication



Increased trust

The UK has a 29% shortfall of clinical radiologists, which will rise to 40% in five years without action.



By 2027, an additional

3,365

clinical radiologists will be needed to keep up with demand for services.





Contents lists available at [ScienceDirect](#)

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journal homepage: www.clinicalradiologyonline.net



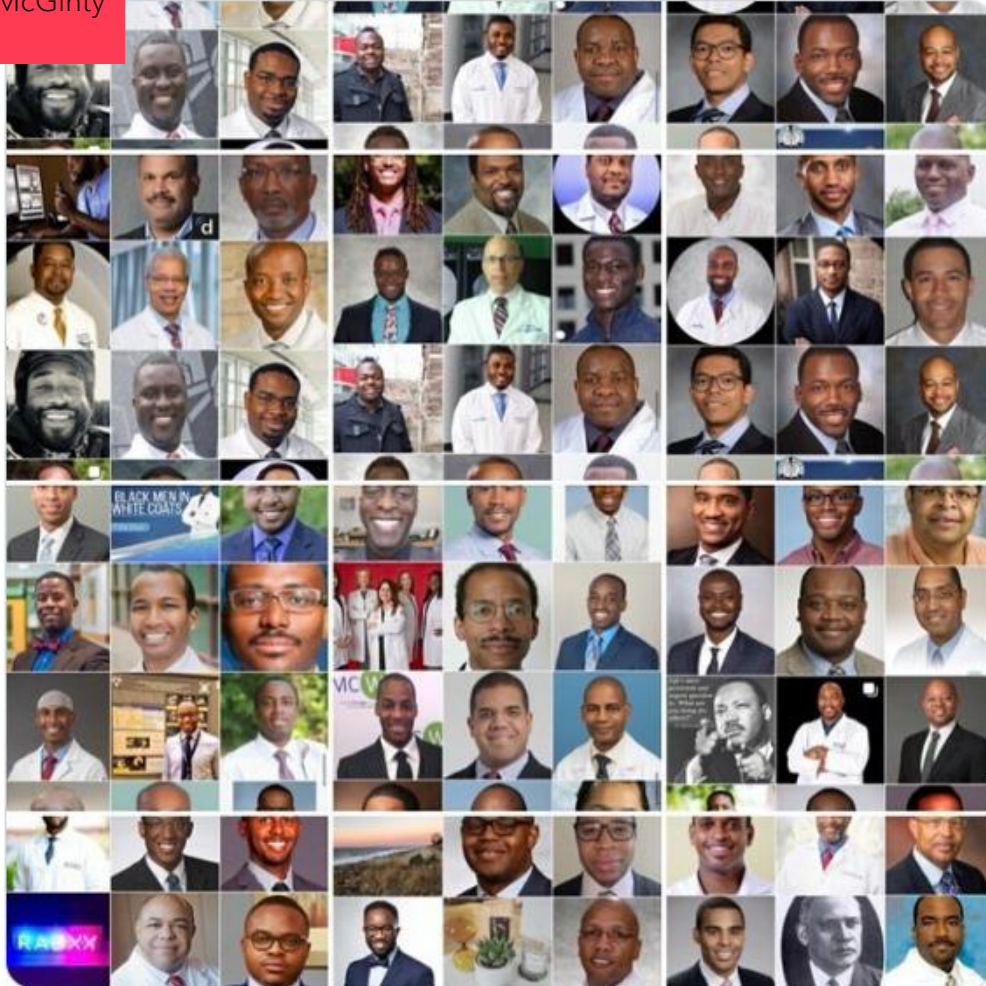
Editorial

Promoting equity of opportunity in radiology & oncology through mentorship and advocacy

And that's a wrap. I said to myself that I'd use this @radleaders feed to highlight 100 #blackmeninradiology I've learned so much about the luminaries that went before (Rudolph Fisher is my absolute favorite), the inspiring colleagues, mentors and teachers in practice and t...



Prof Geraldine McGinty
@DrGMcGinty



Richard Farrow Memorial Lecture

The Need for Diversity in Radiology



Judy Yee, MD, FACR

Professor and University Chair
Albert Einstein College of Medicine
Montefiore Medical Center



Prof Judy Yee
@JudyYeeMD

Our @ClinRadiology paper on #Equity, #Diversity & #Inclusion is out today #IWD2023

Join us .@BSGAR_UK in promoting #EDI in #Radiology!

clinicalradiologyonline.net/article/S0009-...



Dr Cindy Chew
@ShiYunZhao

clinical
RADIOLOGY

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MARCH 2023

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Diversity and equity: a
radiology society's update



A. Obaro for REAP 2024

A call to action





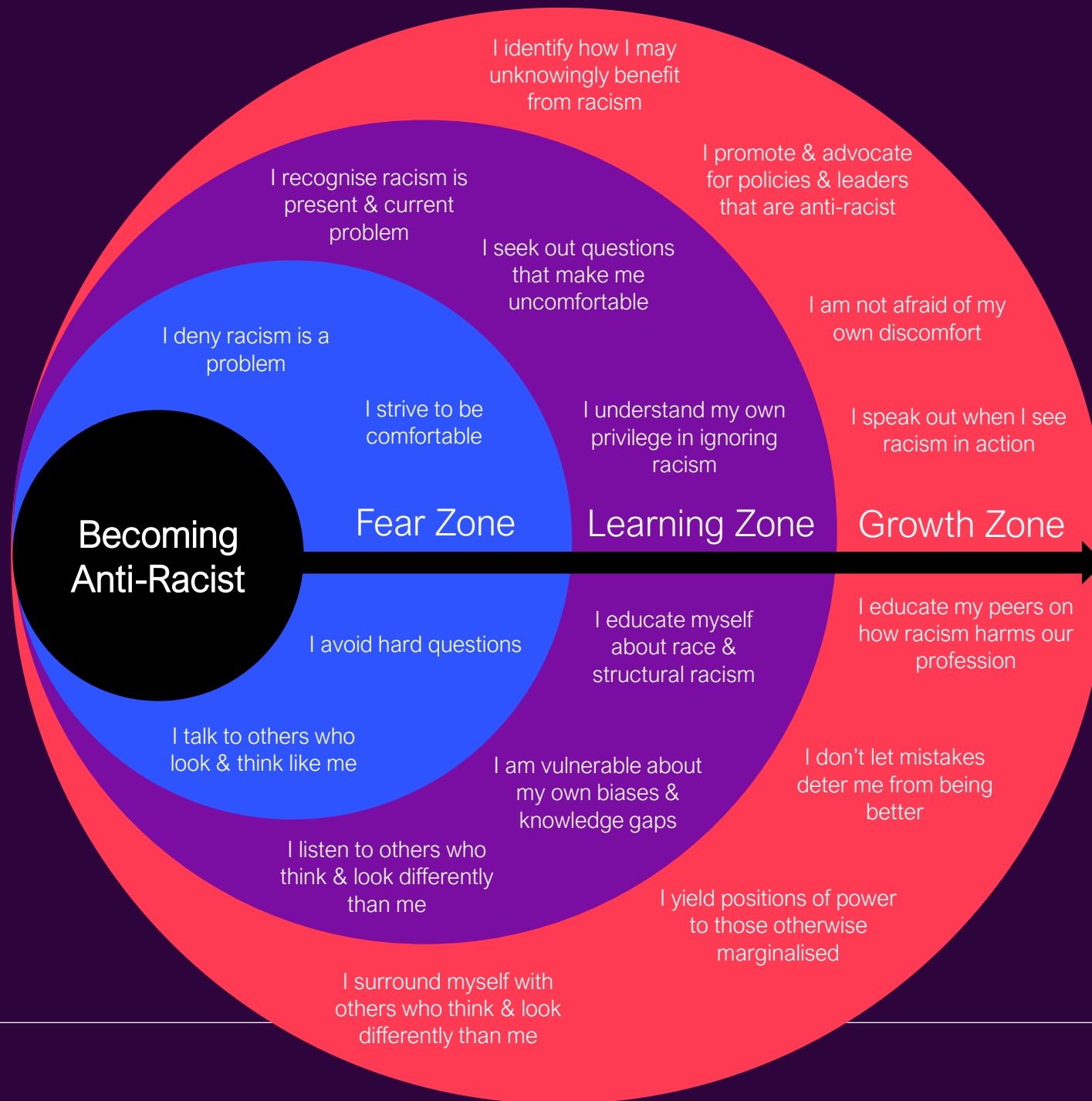
Active racism



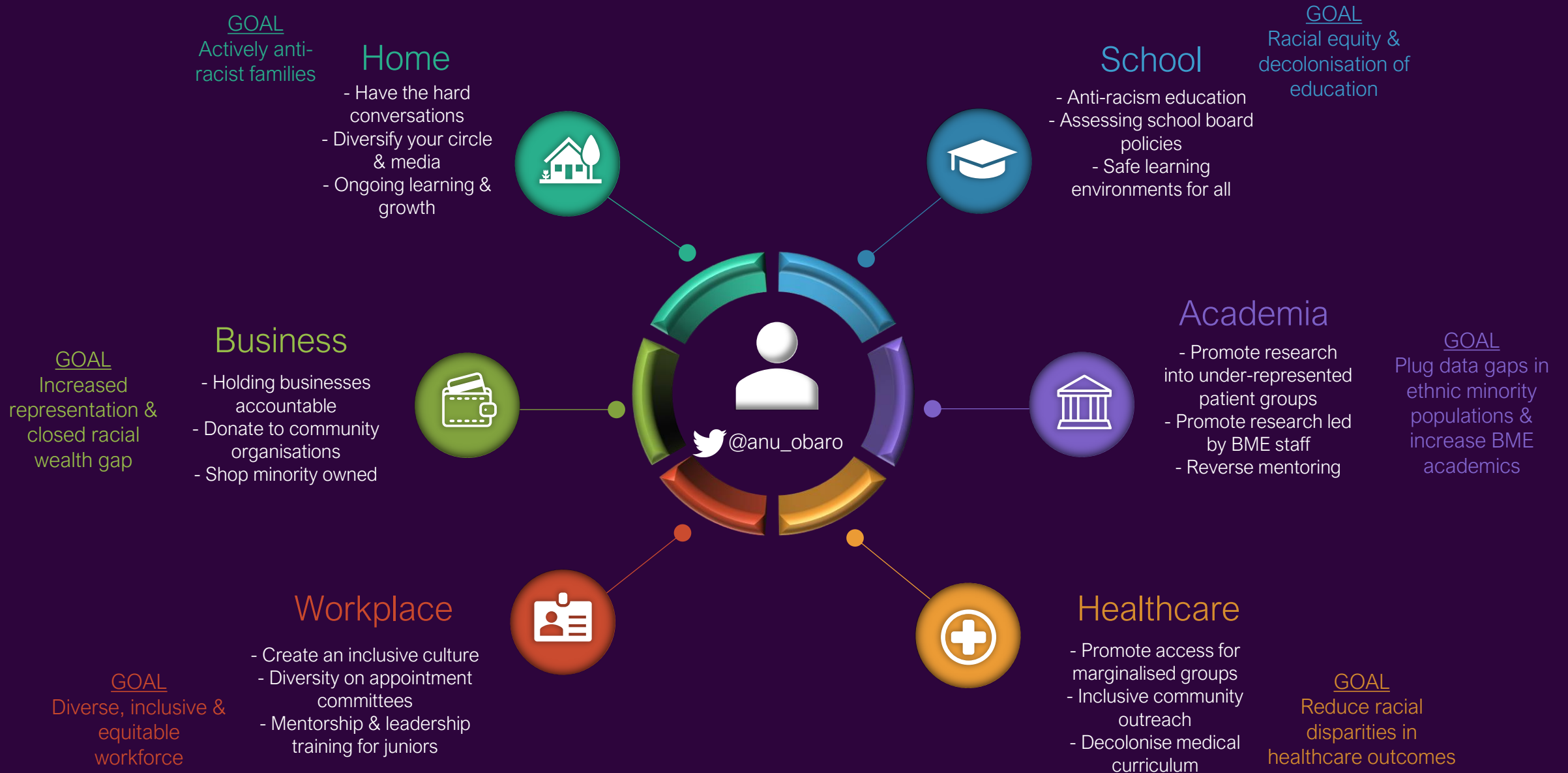
Non-racism

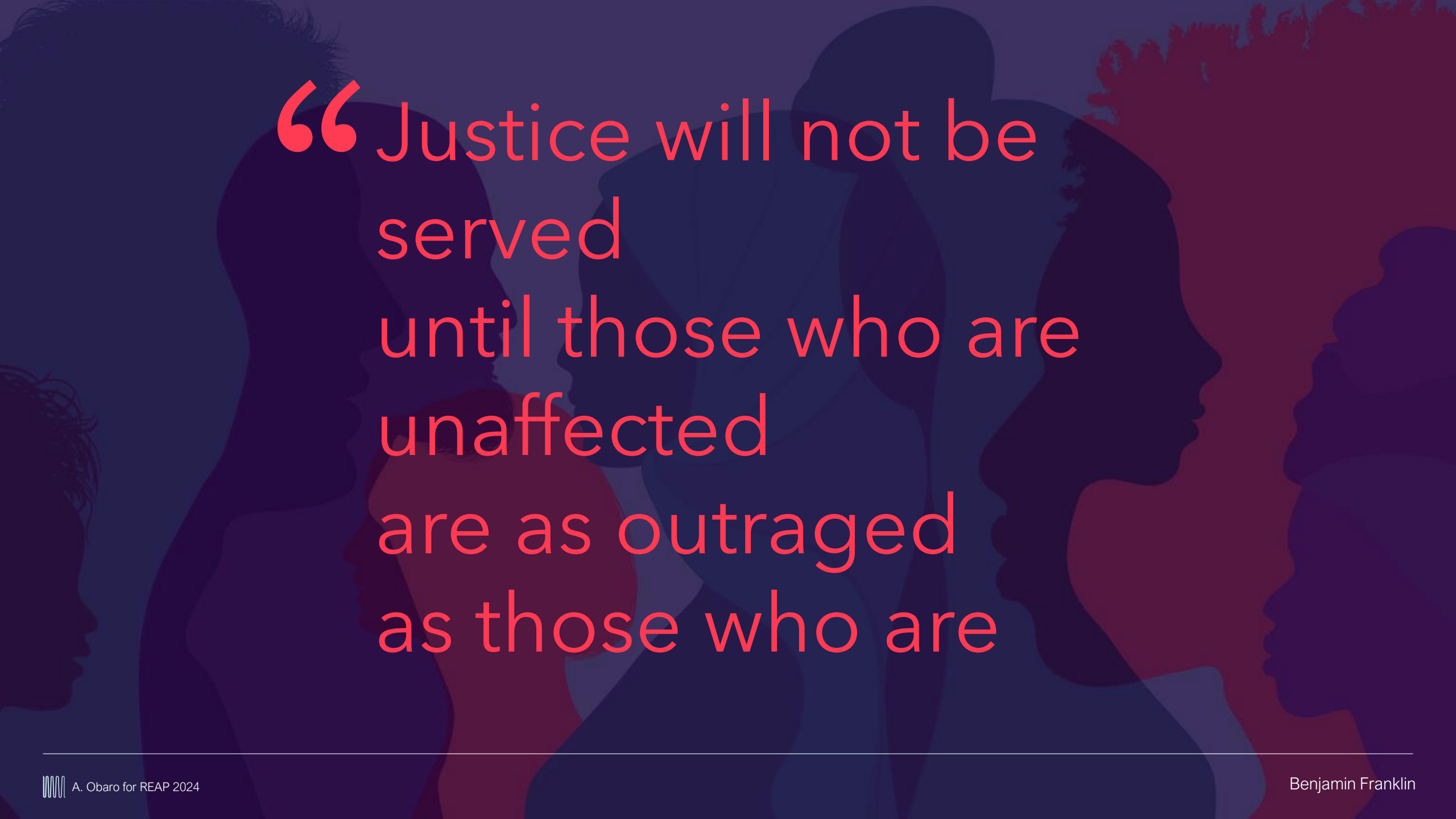


Anti-racism



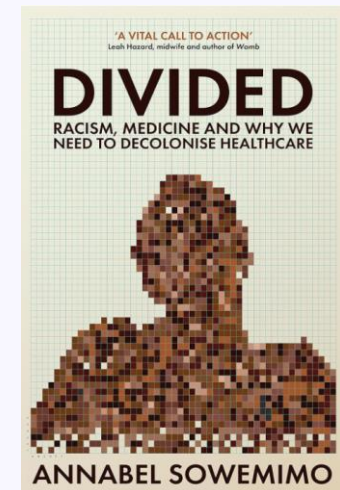
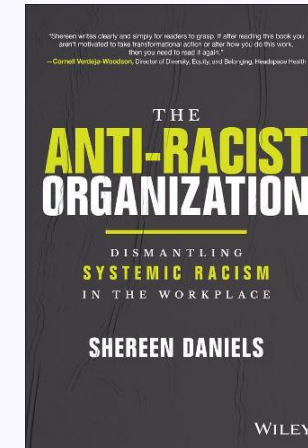
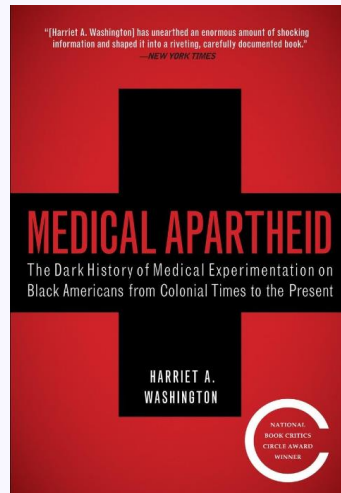
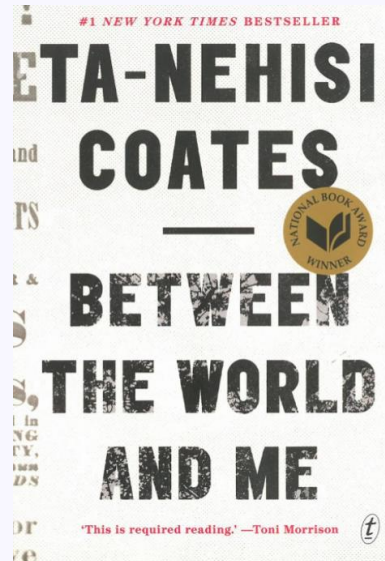
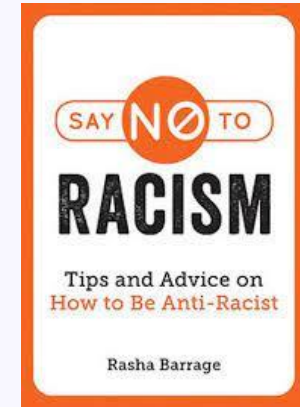
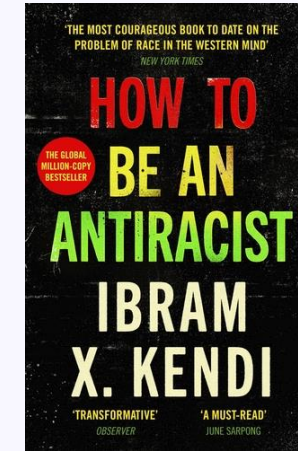
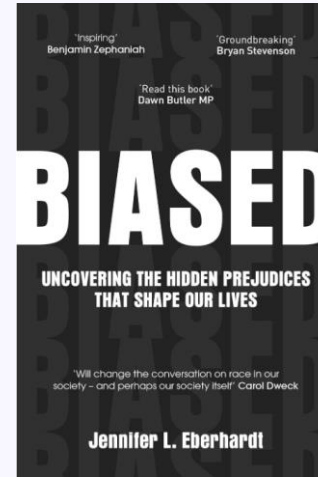
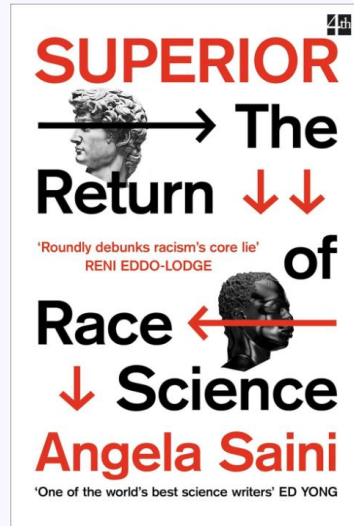
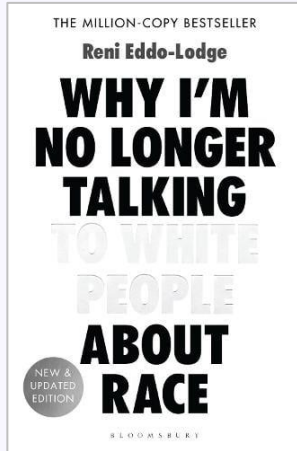
Your (radiological) sphere of influence





“Justice will not be
served
until those who are
unaffected
are as outraged
as those who are

Recommended Reading



References & Recommended Reading

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