

Authors' Response to "Improving the Interview Process"

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TO THE EDITOR:

We appreciate the excellent points made about the role of bias in the culture and values of medicine.

We believe that the most fundamental step to mitigate bias at the level of each residency program is for the program director and faculty to carefully examine their program's culture and values through the lenses of diversity, equity, and inclusion. Although intrinsic bias cannot be fully eliminated,

the best defense is to transparently recognize these biases and to work actively to minimize their impact on selections processes. For programs that have not begun this work, we strongly recommend it. For those who have begun these examinations, we suggest including information about this work in their discussion of their program's culture and values during the recruitment process. This transparency allows minoritized applicants to make more educated selections in the Match.