

Supplemental 1: Percentages of Residency Applicants Citing Diversity as a Factor in Selecting Programs

	Cultural, racial, & ethnic geographic diversity										Cultural, racial, ethnic, & gender institutional diversity									
	U.S. Seniors					Independent Applicants					U.S. Seniors					Independent Applicants				
	2008	2009	2013	2015	2017	2008	2009	2013	2015	2017	2008	2009	2013	2015	2017	2008	2009	2013	2015	2017
Anesthesiology	23	20	30	24	30	22	26	28	21	21	17	13	17	15	25	22	24	22	20	23
Child Neurology			30	30	40			55	30	26			32	17	29			45	27	36
Dermatology	20	19	30	35	28	12	11	21	38	29	15	12	24	26	24	10	16	24	23	25
Emergency Medicine	28	25	34	36	40	21	14	29	24	26	16	18	19	26	31	17	14	19	19	22
Family Medicine	30	30	43	42	46	31	36	40	31	31	19	21	28	36	44	30	37	41	36	36
General Surgery	24	25	30	27	28	23	22	33	20	20	19	18	16	22	22	25	24	38	29	29
Internal Medicine	29	26	34	35	38	33	30	40	33	31	20	17	23	28	34	33	33	43	40	41
Internal Medicine – Pediatrics	41	37	44	45	49	40	42	59	38	36	22	22	31	38	34	40	34	59	39	44
Interventional Radiology					35					20					21					10
Neurological Surgery			28	27	25			13	19	21			16	17	20			26	27	27
Neurology	27	29	33	34	36	26	34	42	28	29	16	12	21	27	29	29	31	40	32	35
Obstetrics/Gynecology	36	31	39	38	45	28	34	33	23	27	24	18	28	33	40	28	30	29	31	31
Orthopaedic Surgery	18	18	21	17	18	23	17	24	17	11	15	14	14	16	18	20	20	16	21	16
Otolaryngology	20	21	28	28	31	13	27	31	25	20	14	18	14	17	23	13	36	31	25	25
Pathology	12	22	26	23	23	27	36	35	27	28	7	13	11	15	18	29	39	38	33	31
Pediatrics	32	28	35	33	40	29	31	42	32	34	21	17	24	26	34	27	32	42	39	43
Physical Med. & Rehabilitation	26	34	36	42	35	22	31	33	24	25	22	22	19	26	24	19	25	17	19	24
Plastic Surgery	20	18	31	21	18	7	0	67	27	24	10	13	12	15	19	13	0	33	20	24
Psychiatry	33	33	43	40	45	33	34	43	35	37	20	18	29	32	38	31	32	42	41	42
Radiation Oncology	18	25	23	22	24	10	43	42	40	29	12	13	5	14	22	0	43	50	20	14
Radiology – Diagnostic	18	23	29	25	28	18	27	26	25	27	13	14	13	16	18	17	26	28	25	27
Transitional Year	23	18	19			46	32	32			15	18	4			38	36	42		
All Specialties	27	26	34	33	36	29	31	38	30	30	18	17	21	25	31	29	31	39	36	37

Supplemental 2: Residency Applicants’ Mean Importance Ratings of Diversity in Ranking Programs

	Cultural, racial, & ethnic geographic diversity										Cultural, racial, ethnic, & gender institutional diversity									
	U.S. Seniors					Independent Applicants					U.S. Seniors					Independent Applicants				
	2008	2009	2013	2015	2017	2008	2009	2013	2015	2017	2008	2009	2013	2015	2017	2008	2009	2013	2015	2017
Anesthesiology	2.6	3.0	4.0	4.1	4.2	2.5	2.9	3.7	3.9	4.0	2.3	2.7	4.6	3.9	4.0	2.4	2.9	4.6	3.6	3.8
Child Neurology			4.2	3.7	3.9			4.0	4.4	4.1			4.5	4.1	4.1			4.7	4.6	4.5
Dermatology	3.0	3.3	3.6	4.2	4.3	2.3	3.5	3.7	4.0	3.9	2.3	2.7	4.6	4.1	4.3	2.0	3.3	4.7	4.2	4.3
Emergency Medicine	2.9	3.2	4.0	4.1	4.2	2.8	3.0	4.0	4.1	4.1	2.4	2.9	4.6	3.9	4.1	2.4	2.8	4.6	4.1	4.2
Family Medicine	2.9	3.3	4.1	4.2	4.4	2.8	3.3	4.1	4.2	4.2	2.5	3.0	4.7	4.1	4.3	2.7	3.5	4.6	4.1	4.2
General Surgery	2.6	3.0	3.9	4.0	4.1	2.4	3.0	3.8	4.0	4.0	2.3	2.7	4.5	4.0	4.0	2.4	3.1	4.6	4.1	4.2
Internal Medicine	3.0	3.4	3.9	4.1	4.2	2.6	3.2	3.8	4.1	4.1	2.6	3.1	4.6	4.1	4.2	2.6	3.3	4.5	4.0	4.1
Internal Medicine – Pediatrics	3.4	3.8	4.3	4.2	4.2	2.9	3.7	4.3	4.1	4.0	2.7	3.3	4.6	4.1	4.2	3.1	3.6	4.5	4.1	4.2
Interventional Radiology					4.4					4.0					4.7					N/A
Neurological Surgery			3.9	4.1	3.8			3.0	4.3	4.0			4.6	4.3	3.9			4.1	4.5	4.3
Neurology	2.9	3.3	3.6	3.9	4.2	2.6	3.3	3.8	4.1	4.2	2.5	3.0	4.5	4.1	4.1	2.7	3.2	4.4	4.0	4.1
Obstetrics/Gynecology	3.0	3.4	4.0	4.0	4.2	2.8	3.4	3.8	4.1	4.1	2.7	3.1	4.7	4.0	4.2	2.7	3.3	4.6	4.2	4.1
Orthopaedic Surgery	2.2	2.8	3.6	3.8	3.9	2.3	2.7	3.0	3.9	3.8	2.0	2.5	4.6	4.0	3.9	2.2	2.8	4.7	4.3	4.6
Otolaryngology	2.6	3.0	3.7	3.6	4.0	1.7	2.7	4.0	3.7	4.0	2.1	2.6	4.6	3.5	4.1	1.7	3.2	4.8	5.0	5.0
Pathology	2.1	2.9	3.6	4.2	4.0	2.5	3.3	3.7	3.9	4.1	1.9	2.6	4.6	4.0	4.3	2.4	3.3	4.5	4.1	4.1
Pediatrics	3.0	3.4	4.1	4.2	4.3	2.7	3.4	3.9	4.1	4.1	2.5	3.0	4.6	4.1	4.2	2.6	3.3	4.6	4.1	4.2
Physical Med. & Rehabilitation	2.8	3.4	3.7	4.1	4.2	2.3	3.0	3.5	3.7	3.9	2.5	3.0	4.7	4.0	4.1	2.3	3.1	4.6	3.8	3.9
Plastic Surgery	2.5	2.8	3.6	3.8	4.1	2.1	2.5	4.0	5.0	4.0	2.0	2.5	4.7	3.8	4.4	1.5	2.0	4.7	4.0	4.0
Psychiatry	3.2	3.5	4.2	4.2	4.3	2.7	3.3	4.0	4.1	4.1	2.7	3.1	4.7	4.2	4.1	2.6	3.4	4.5	4.2	4.2
Radiation Oncology	2.4	3.1	3.5	4.1	4.0	2.3	4.0	3.8	4.0	4.0	2.1	2.4	4.5	4.0	3.6	1.7	3.8	4.5	3.0	3.7
Radiology – Diagnostic	2.4	3.0	4.1	4.1	4.1	2.5	3.0	3.2	4.3	4.2	2.1	2.6	4.6	4.0	4.1	2.3	3.0	4.5	4.0	4.1
Transitional Year	2.8	3.1	3.6			2.8	3.1	3.7			2.3	2.8	4.4			2.7	3.9	4.7		
All Specialties	2.8	3.2	4.0	4.1	4.2	2.6	3.2	3.8	4.1	4.1	2.4	2.9	4.6	4.1	4.2	2.5	3.3	4.5	4.1	4.1