



AASM DIVERSITY, EQUITY, AND INCLUSION COMMITTEE 2020 MEMBERSHIP DATA

As part of the American Academy of Sleep Medicine's (AASM) commitment to fostering a welcoming environment for all members, the Diversity, Equity, and Inclusion Committee produced this report to help assess the current AASM membership to identify underrepresented groups, detect barriers, and recommend strategies for improvement.

The Committee began collecting additional demographic information in 2019 to measure the effectiveness of initiatives and to compare the diversity of the membership population to the leadership population. The data requested included questions on gender, race, practice type, and special accommodations. This year's report reflects the trends and learning for the past two years.

Executive Summary

- Individual members with doctoral degrees continue to remain in the majority even with growth in the Sleep Team category.
- Regular and Fellow members have the most representation in AASM leadership
- The majority of AASM volunteers and leaders fall within the age range of 40-59
- Gender has balanced representation; members in the Sleep Medicine Trainee and In-Training categories have a ~1:1 ratio; most Fellow member applications come from males
- AASM is still missing 78% of member race/ethnicity data
 - Black members are underrepresented as members, but leaders and volunteers are matched to their numbers in the organization; race/ethnicity representation in volunteer and leadership positions are more even than in the general membership
- AASM members in the West and South continue to be underrepresented in leadership

The following are the detailed results of the analysis as of April 8, 2020.

Member Category

Membership Type Comparison

As of April 2020, the AASM had 8,166 members. Although the Sleep Team category is growing, regular and fellow members comprise 81.81% of AASM membership compared to 83.04% in 2019 (down 1.22%). There was a 1.22% increase in the nonphysician member categories.

		All Members (%)		
		2019	2020	difference
Member Category	Affiliate Membership	2.04%	1.87%	-0.17%
	Corresponding Membership A	1.38%	1.56%	0.18%
	Corresponding Membership B	0.04%	0.01%	-0.03%
	Emeritus Membership	1.98%	1.85%	-0.13%
	Fellow Membership	24.16%	22.80%	-1.36%
	In-Training Membership	1.93%	2.02%	0.09%
	Regular Membership	52.80%	52.38%	-0.42%
	Retired Membership	0.50%	0.92%	0.42%
	Sleep Medicine Trainee Member	2.18%	2.30%	0.12%
	Sleep Team Membership	12.99%	14.29%	1.30%

Leadership Member Type Comparison

AASM physician members serving in a volunteer role were up 1.14% compared to 2019 (with a corresponding decline in nonphysician membership types); there was a 9.62% increase in the number of nonphysician members who are in a leadership role (with a corresponding decline in physician membership types). However, if you look at the member counts, the shift in actual numbers is small. Additional leadership opportunities created by the Assemblies account for those numbers and representation is still limited.

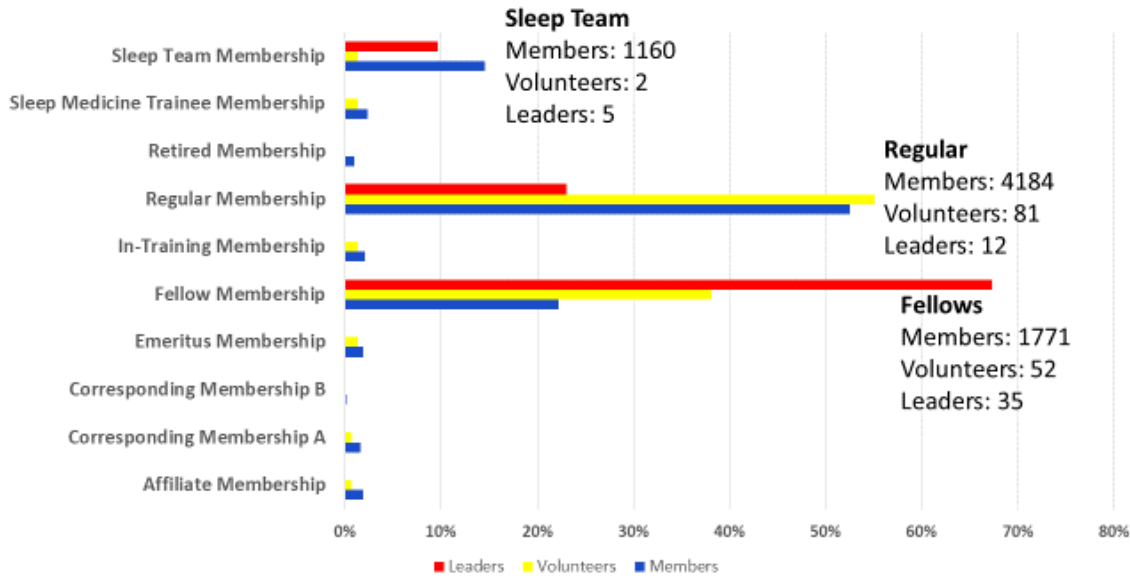
	Member			Volunteers			Leaders		
	2019	2020	difference	2019	2020	difference	2019	2020	difference
Affiliate Membership	2.07%	1.91%	-0.16%	0.91%	0.68%	-0.23%	0.00%	0.00%	0.00%
Corresponding Membership A	1.39%	1.58%	0.19%	0.91%	0.68%	-0.23%	0.00%	0.00%	0.00%
Corresponding Membership B	0.04%	0.01%	-0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Emeritus Membership	2.00%	1.87%	-0.13%	0.91%	1.36%	0.45%	0.00%	0.00%	0.00%
Fellow Membership	23.75%	22.23%	-1.52%	38.18%	38.10%	-0.09%	85.71%	67.31%	-18.41%
In-Training Membership	1.96%	2.05%	0.08%	0.00%	1.36%	1.36%	0.00%	0.00%	0.00%
Regular Membership	52.91%	52.52%	-0.40%	54.55%	55.10%	0.56%	14.29%	23.08%	8.79%
Retired Membership	0.51%	0.94%	0.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Sleep Medicine Trainee Member	2.21%	2.33%	0.13%	0.91%	1.36%	0.45%	0.00%	0.00%	0.00%
Sleep Team Membership	13.17%	14.56%	1.39%	3.64%	1.36%	-2.28%	0.00%	9.62%	9.62%

Member = general AASM members

Volunteer = serve on AASM committee or taskforce

Leader = AASM board members, chairs & vice-chairs

AASM Member, Volunteer and Leader Membership Type



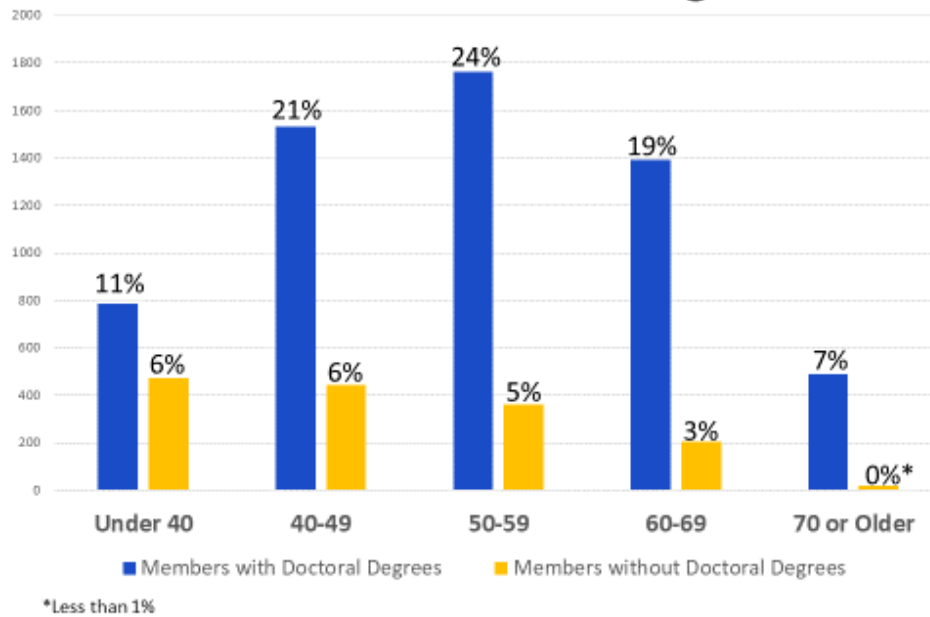
Age Distribution

The AASM has been collecting members' date of birth for quite some time which makes member age, at 92%, one of the more populated demographic data points.

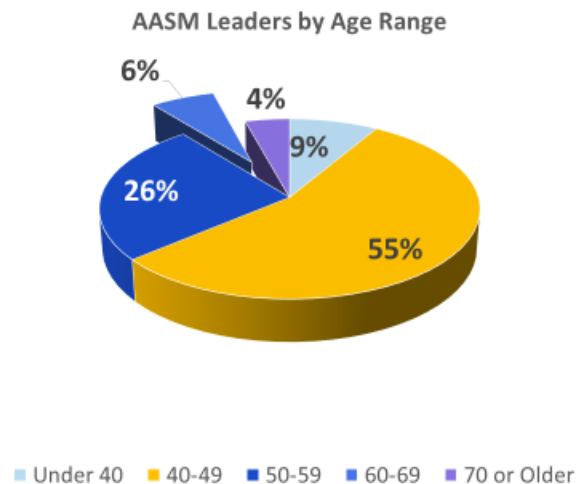
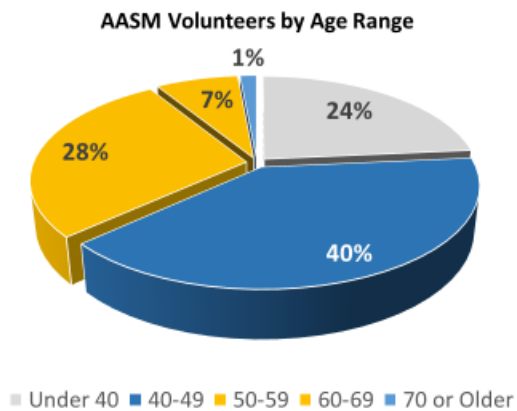
	Member			Volunteers			Leaders		
	2019	2020	Var	2019	2020	Var	2019	2020	Var
Average Age (Mean)	51.7	51.2	(0.5)	45.5	46.8	1.3	50.6	48.8	(1.8)
Under 40	14.57%	15.36%	0.79%	20.91%	21.77%	0.86%	3.57%	7.69%	4.12%
40-49	24.22%	23.76%	-0.46%	48.18%	36.73%	-11.45%	46.43%	50.00%	3.57%
50-59	25.77%	26.03%	0.26%	16.36%	25.85%	9.49%	25.00%	23.08%	-1.92%
60-69	19.01%	19.86%	0.85%	6.36%	6.80%	0.44%	7.14%	5.77%	-1.37%
70 or more	5.39%	6.33%	0.93%	0.91%	1.36%	0.45%	3.57%	3.85%	0.27%
Blank	11.04%	8.66%	-2.38%	7.27%	7.48%	0.21%	14.29%	9.62%	-4.67%

AASM's mean member age of those with doctoral degrees is 53 years* compared to 51 years in the AMA Physician Masterfile. When the "blanks" are removed from the AASM data 44% are 49 years or younger. The mean for Sleep Team members age is 47.7 and 31% are 49 years or younger.

AASM Member Age



55% of AASM members are between the ages of 40 and 59 compared to 68% of AASM volunteers and 81% of AASM leaders. 17% of AASM members are under 40 compared to 24% of volunteers and 9% of leaders. About 28% of members are 60 or older compared to 25% of volunteers and about 3% of leaders.



Member = general AASM members
Volunteer = serve on AASM committee or taskforce
Leader = AASM board members, chairs & vice-chairs

Gender

Gender is another demographic data point that AASM has been collecting quite some time which makes gender, at ~98% is the most populated item. As of April 2020, 63.4% of AASM members are male, 34.5% are female, 0.02% are nonbinary and 2.11% are blank/not disclosed. There was a minor year over year changes in gender.

Gender	Total	All			
		Members	Member	Volunteers	Leaders
Male	5179	63.42%	63.59%	56.46%	57.69%
Female	2813	34.45%	34.24%	42.86%	42.31%
Blank/Not Disclosed	172	2.11%	2.15%	0.68%	0.00%
Non-Binary	2	0.02%	0.03%	0.00%	0.00%

	Member			Volunteers			Leaders		
	2019	2020	Var	2019	2020	Var	2019	2020	Var
Male	64.60%	63.59%	-1.01%	64.29%	56.46%	-7.82%	54.55%	57.69%	3.15%
Female	33.09%	34.24%	1.15%	35.71%	42.86%	7.14%	44.55%	42.31%	-2.24%
Blank/Not Disclosed	2.31%	2.15%	-0.16%	0.00%	0.68%	0.68%	0.91%	0.00%	-0.91%
Non-Binary	0.00%	0.03%	0.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

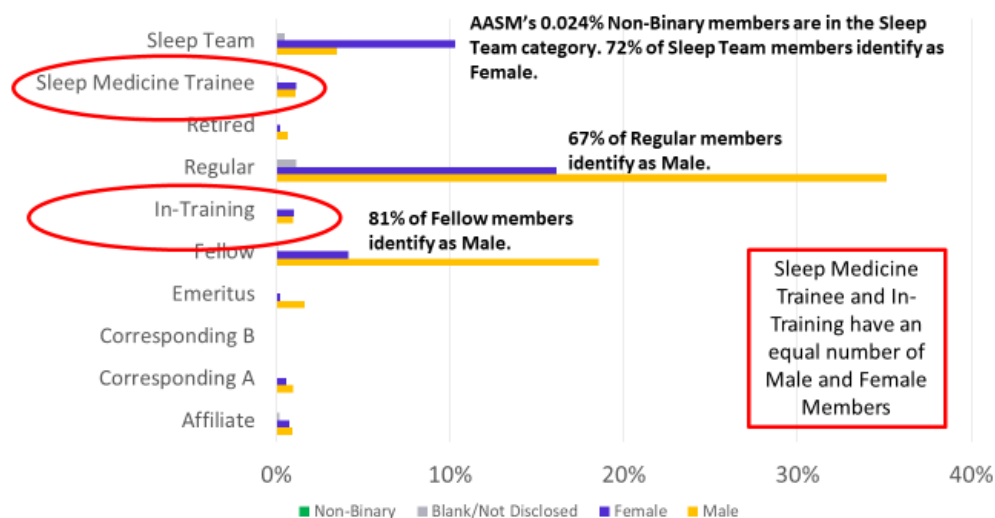
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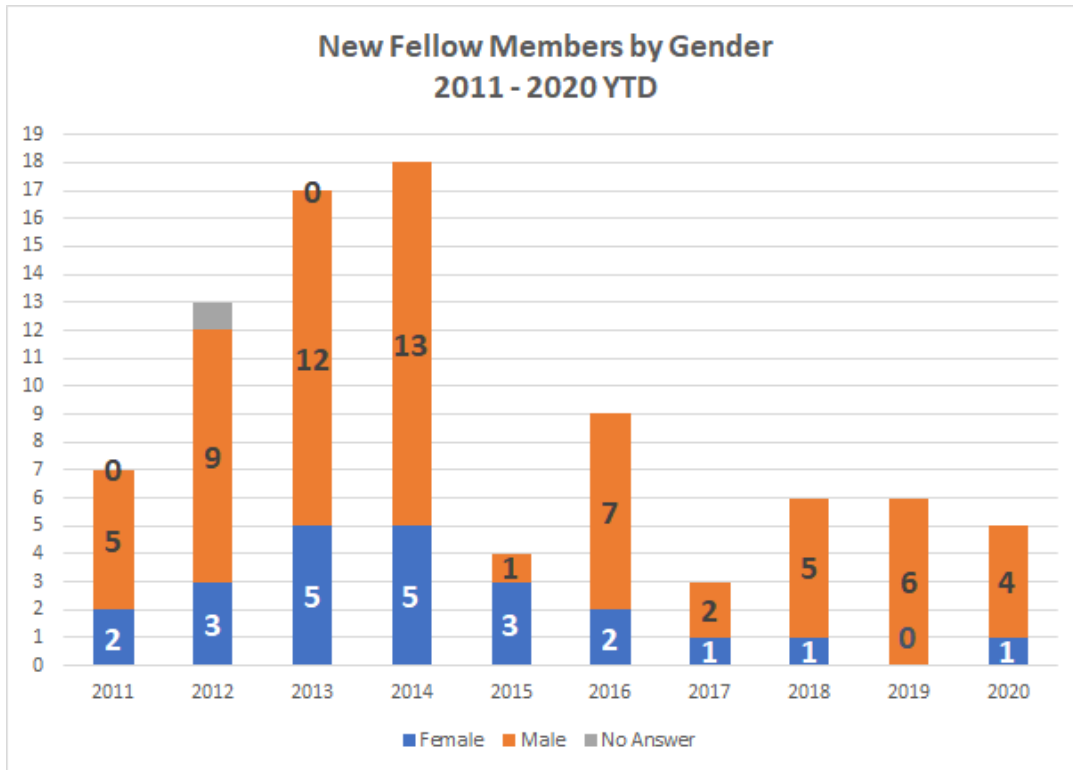
Compared to the total U.S. physician population (64.7% male; 34.7% female; 0.5% nonbinary), AASM's physician member gender split (~72% male; 26.2% female) does not have parity. According to the American Medical Association, [sleep medicine is one of the most balanced between men and women among the current population of medical residents](#). Sleep Medicine Trainees and In-Training members reflect that balance.

AASM Member Gender by Membership Type



Fellow Member by Gender

It is important to note that originally, all sleep medicine board certified physicians were grandfathered into the Fellow membership category. Now members must apply and be approved by the AASM board of directors to become a Fellow. To normalize for the grandfathered members, we looked at the Fellow member data from 2011 to 2020 YTD.



Of the 88 Fellow members approved, 26% were female and 73% were male which is better than the total number of male (81%) and female (18%) members from eligible membership types. There continues to be an opportunity to encourage Female AASM members to achieve Fellow status.

Emeritus and Retired Members

There are still substantially more males in the Retired (73% in 2020 compared to 75% last year) and Emeritus (87% in 2020 compared to 88% in 2019) member categories. Individual members who meet the requirements, may request either of these membership statuses. The Emeritus category represents ~2% of AASM members and the Retired is less than 1%.

Sleep Medicine Trainees and In-Training Members

The male to female ratio in these two categories is split evenly.

Sleep Team Members

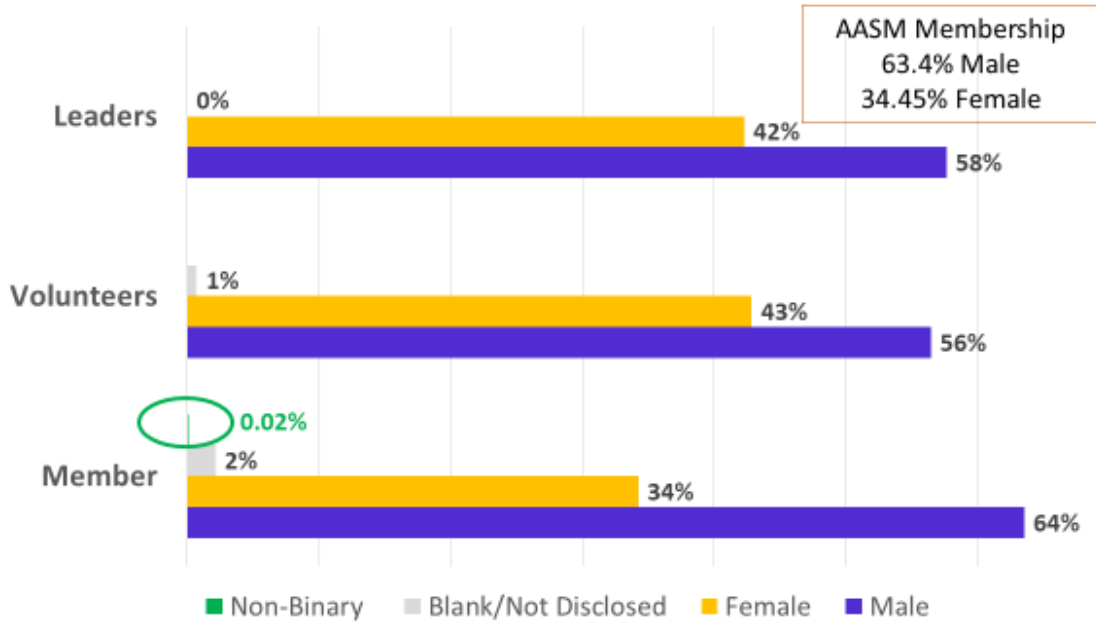
It is important to note that we do not have an external gender data set to easily compare against our Sleep Team members. As noted earlier, the Sleep Team member category has grown and is currently 18.19% of AASM's membership (16.96% in 2019). There are substantially more female (72%) Sleep Team members.

Volunteer and Leadership Status

There was a decline in the total number of males in the volunteer category (56.4% compared to 64.29% in 2019) and an increase in female volunteers (42.8% compared to 35.71% in 2019). In the leadership category there was an increase of male leaders (57.69% compared to 54.55% in 2019) and a decline in female leaders (42.31%

compared to 44.55% in 2019). It is important to note that in 2020 data there are 147 volunteers and 52 leaders so the year over year changes represent a handful of people. Overall females are well represented in AASM volunteer and leadership positions compared to the male to female ratio.

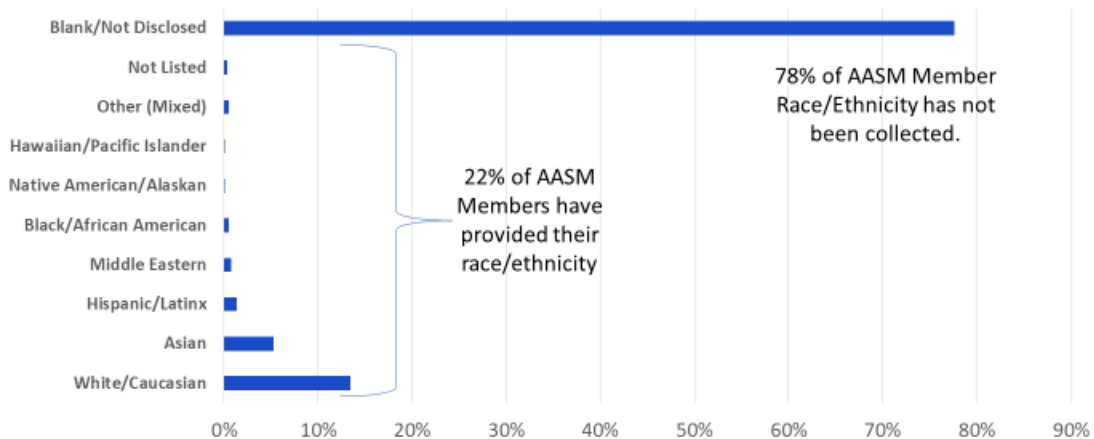
AASM Members, Volunteers and Leaders by Gender



Race/Ethnicity

The AASM is in year two of collecting data on Race/Ethnicity. We are missing this information on ~78% (compared to 83.34% last year).

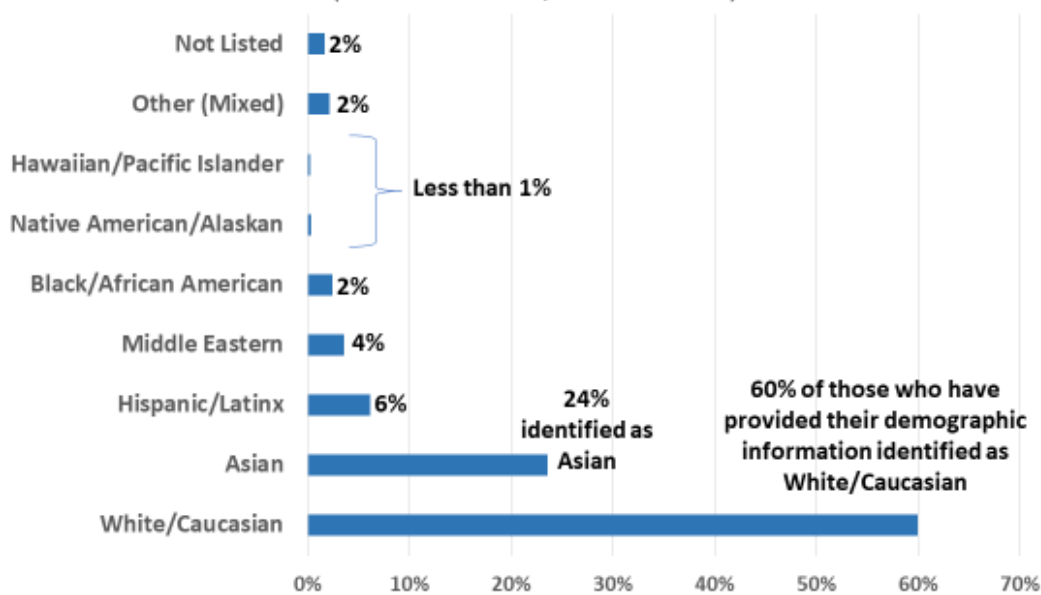
AASM Member Race/Ethnicity



Of those who did provide their race/ethnicity, 60% selected White/Caucasian and 24% selected Asian, followed by Hispanic/Latinx 6%, Middle Eastern 4%, Black/African American 2%, Other and Not Listed are each at 2% with less than 1% for Hawaiian/Pacific Islander and Native American/Alaskan.

AASM Member Race/Ethnicity

(excludes blanks/not disclosed)

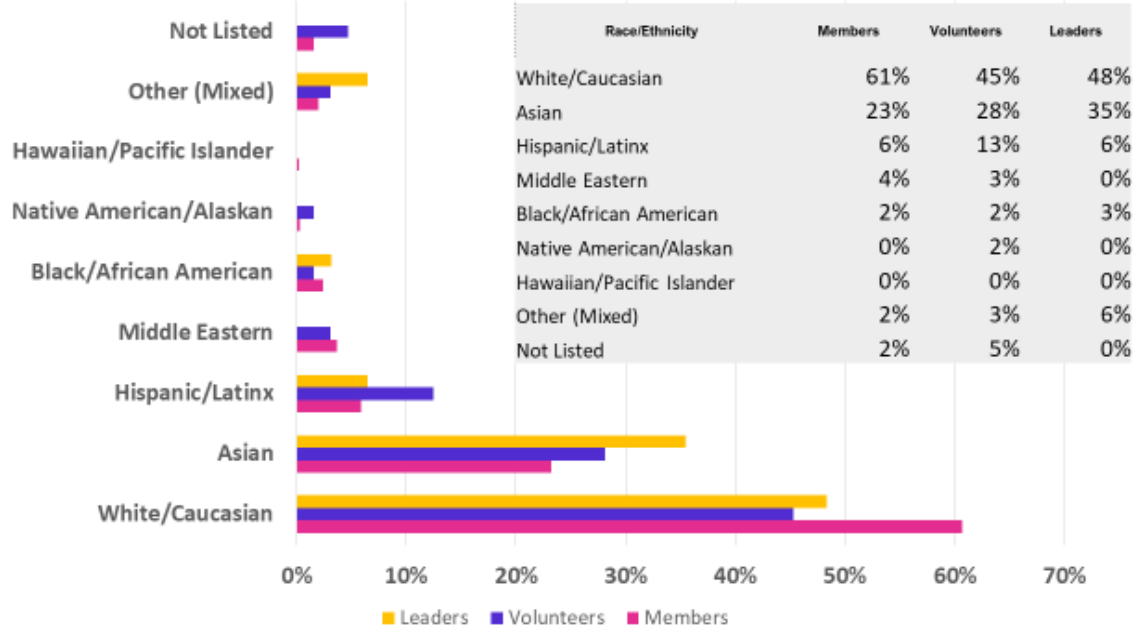


White/Caucasians make up about 60% of AASM’s members, when breaking the group into the three categories of member, volunteer, and leader it is not 60% across the board. Instead, they comprise less than 50% in the volunteer and leader categories. Conversely, Asian, Hispanic/Latinx, and Black/African American in leadership roles have more representation in the volunteer and leader categories.

The Association of Medical Colleges (AAMC) report, [Diversity in Medicine: Facts and Figures 2019](#), found that “...most active physicians were White (56.2%) and male (64.1%). However, among the youngest cohort of active physicians (34 years of age and younger), women outnumbered men in most racial and ethnic groups (Figures 22-25). About 30% to 40% of physicians practiced primary care across all groups (Figure 26), including 41.5% of American Indian or Alaska Native physicians, 41.4% of Black or African American physicians, 36.7% of Hispanic physicians (alone or with any race), and 30.6% of White physicians.”

AASM Member, Volunteer and Leader Race/Ethnicity

(excludes blanks/not disclosed)



Member = general AASM members

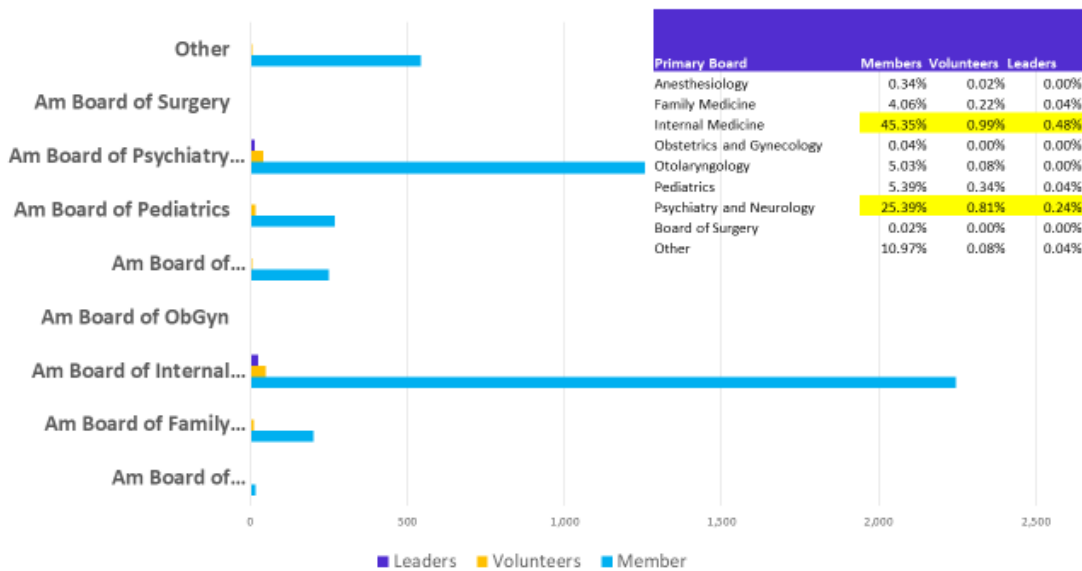
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Primary Board and Specialty

Currently, the AASM has the primary board for ~60% of its members. Of those, the majority are Internal Medicine and Psychiatry and Neurology.

Primary Board (excludes blanks)



Geography

The AASM has nearly 100% of member geographic data because an address is required as part of the membership application. In 2019 it was observed that the Midwest and Northeast have substantially more representation in the AASM Leader category while the West and South have lower representation. In 2020 there was a slight year over year decline in Midwestern members and Northeastern members in leadership positions. However, there was growth in volunteers located in the Midwest. The South and Northeast had declines in volunteer roles and international members are underrepresented overall.

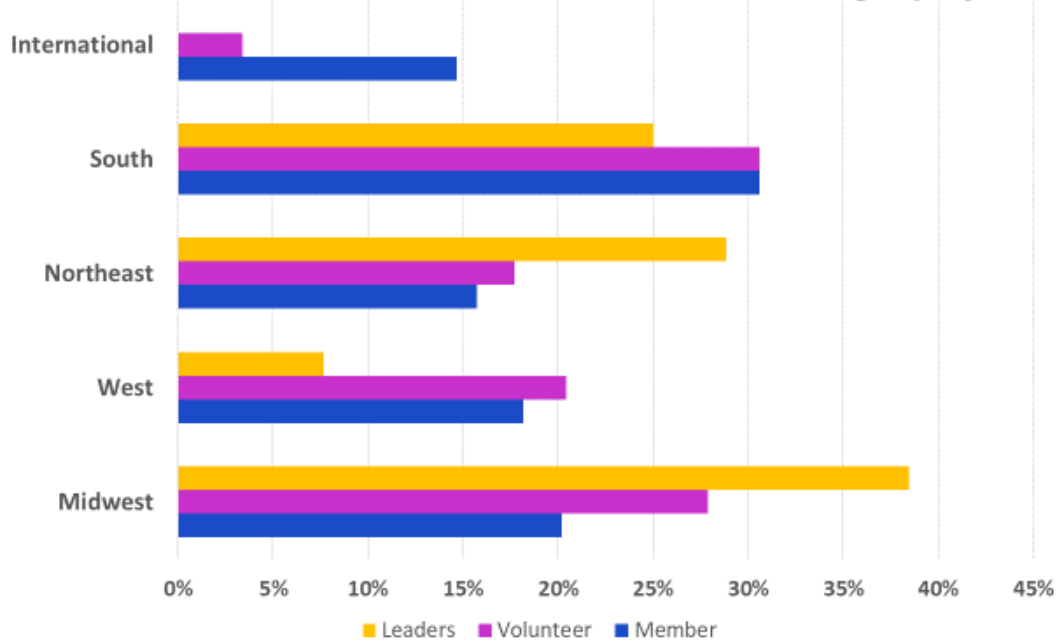
		Member			Volunteers			Leaders		
		2019	2020	difference	2019	2020	difference	2019	2020	difference
Region/ Location	Midwest	20.99%	20.17%	-0.82%	25.45%	27.89%	2.44%	42.86%	38.46%	-4.40%
	West	17.53%	18.15%	0.62%	19.09%	20.41%	1.32%	3.57%	7.69%	4.12%
	Northeast	15.56%	15.70%	0.14%	20.00%	17.69%	-2.31%	32.14%	28.85%	-3.30%
	South	30.61%	30.59%	-0.02%	33.64%	30.61%	-3.02%	21.43%	25.00%	3.57%
	International	14.77%	14.67%	-0.10%	0.91%	3.40%	2.49%	0.00%	0.00%	0.00%
	US Territory	0.33%	0.34%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	United States Minor Outlying Islands	0.01%	0.00%	-0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Armed Forces Europe	0.03%	0.06%	0.04%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	Blank	0.17%	0.31%	0.15%	0.91%	0.00%	-0.91%	0.00%	0.00%	0.00%

Member = general AASM members

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AASM Member, Volunteer and Leader Geography



Practice Setting

The AASM is still missing about 75% of its members' practice settings. Almost 18% report that they are employed physicians and just under 8% report being in a group or solo practice. Academics continue to have high representation in the volunteer and leadership roles while non-academic members are underrepresented.

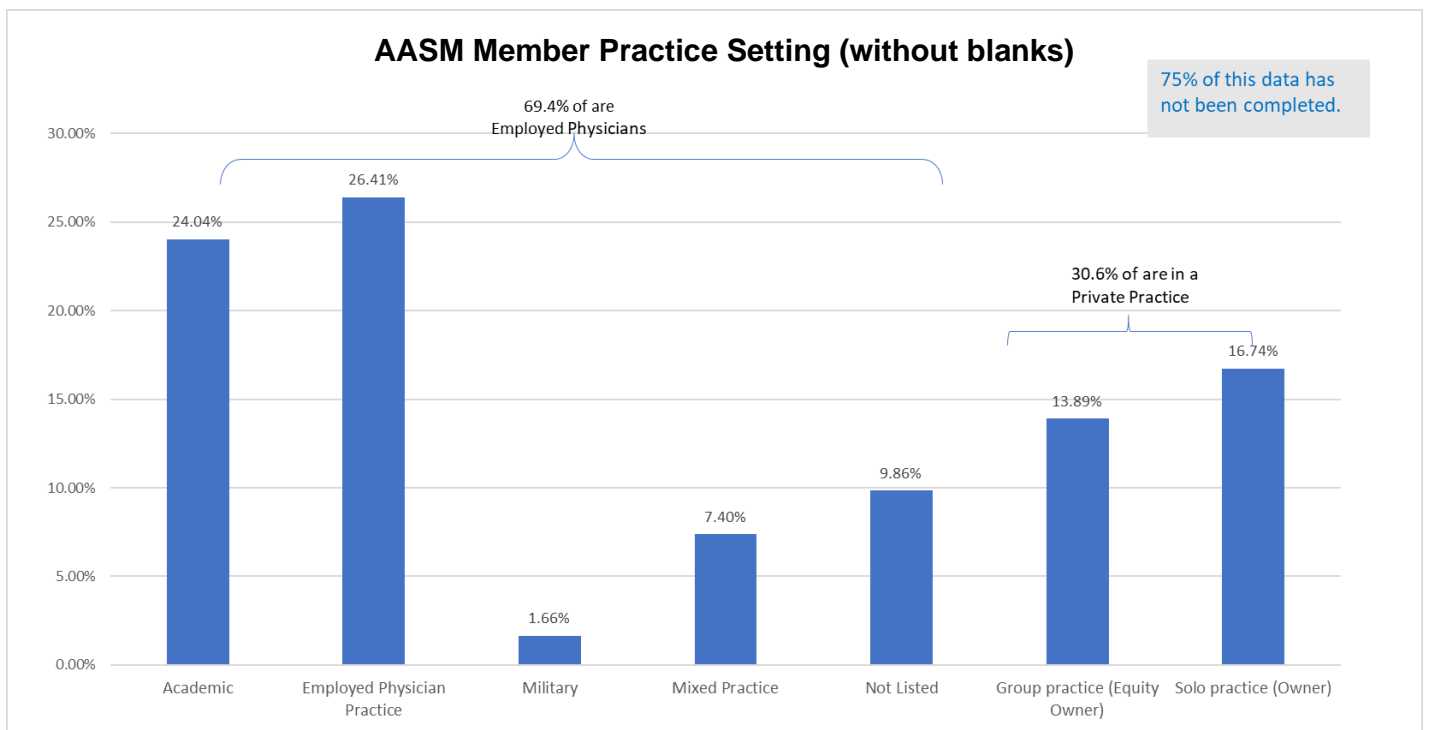
		Volunteer Status											
		All Members (%)			Member			Volunteers			Leaders		
Practice Setting †		2019	2020	difference	2019	2020	difference	2019	2020	difference	2019	2020	difference
		Academic	4.50%	6.21%	1.71%	32.99%	32.92%	-0.07%	67.50%	57.38%	-10.12%	58.82%	68.97%
	Employed Physician Practice	4.81%	6.82%	2.01%	38.11%	39.48%	1.36%	17.50%	14.75%	-2.75%	29.41%	20.69%	-8.72%
	Military	0.29%	0.43%	0.14%	2.15%	2.40%	0.25%	2.50%	3.28%	0.78%	5.88%	0.00%	-5.88%
	Mixed Practice	1.24%	1.91%	0.67%	9.84%	10.63%	0.80%	5.00%	13.11%	8.11%	5.88%	6.90%	1.01%
	Not Listed	2.10%	2.55%	0.44%	16.91%	14.57%	-2.34%	7.50%	11.48%	3.98%	0.00%	3.45%	3.45%
	Employed Physicians Total	12.94%	17.92%	4.98%	12.44%	17.23%	4.79%	36.36%	41.50%	5.13%	60.71%	55.77%	-4.95%
	Group practice (Equity Owner)	2.49%	3.59%	1.10%	45.50%	45.51%	0.02%	33.33%	33.33%	0.00%	50.00%	50.00%	0.00%
	Solo practice (Owner)	2.99%	4.32%	1.33%	54.50%	54.49%	-0.02%	66.67%	66.67%	0.00%	50.00%	50.00%	0.00%
	Private Practice Total	5.49%	7.91%	2.42%	5.52%	7.97%	2.45%	2.73%	6.12%	3.40%	7.14%	3.85%	-3.30%
	Blank Total	81.57%	74.17%	-7.40%	82.04%	74.80%	-7.24%	60.91%	52.38%	-8.53%	32.14%	40.38%	8.24%

Member = general AASM members

Volunteer = serve on AASM committee or taskforce

Leader = AASM board members, chairs & vice-chairs

Of the 25% of members that completed the practice setting demographics, 69.4% are Employed Physicians while 30.6% are in a Private Practice.



Special Accommodation

At the time of the data pull, 36 people indicated a need for special accommodation. At this time there is limited need which can be addressed upon request by course attendees, etc. and through questions embedded in the registration process.

AASM Diversity and Inclusion Committee Members:

- Andrew Spector, MD, Chair
- Kyra Clark, MD, Vice Chair
- Olufunke Afolabi-Brown, MBBS
- Loretta Colvin, APRN, RN
- Jose Contreras, MD
- Patricio Escalante, MD
- Fauziya Hassan, MD
- Venugopal Komakula, MD, MPH
- Edith Mensah-Osman, MD, PhD
- Matthew Tucker, PhD, RPSGT
- Adrian Velasquez, MD, MPH
- Anna Wani, MD
- Chadwick Denman, DDS

Board Liaison:

Carol Rosen, MD