

Cochrane US Health Equity Mentoring Program

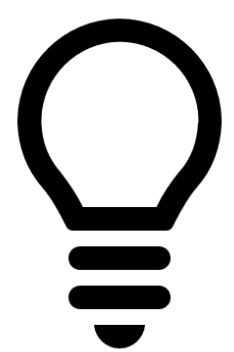
Developing an efficient yet rigorous tool to aid in the revision and scoring of applications and to ensure fairness and transparency in the selection process was essential.

Equity and transparency in the Cochrane US Health Equity Mentoring Program selection process: ensuring equitable access to global mentorship opportunities

Background: Cochrane US Health Equity Mentoring Program aims to provide virtual mentorship to **students and healthcare professionals from underrepresented backgrounds**. Due to hundreds of applicants each year and the program's dependence on volunteers, it became imperative to develop an effective, time-efficient tool that supports the health equity and global reach of the program.

Objective

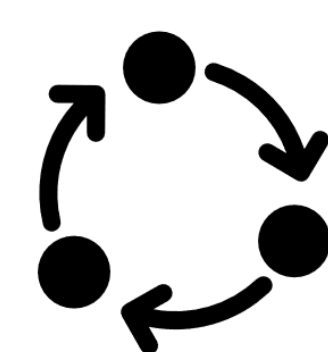
A selection and scoring tool based on equity criteria and the application was developed to ensure transparency of the process and a systematic approach to evaluating Year 3 applicants.



Methodology

The review tool was developed based on experiences with previous year 1 and year 2 applications and consisted of

- 1) a review of online application forms and submitted personal statements, and
- 2) an equity evaluation and score.



Results

The final tool significantly shortened the selection process for Y3 compared to years 1 and 2. It was effective in ensuring the selection of qualified candidates. The tool is currently in use to screen 200+ applications for Y4 by a volunteer team of Y1 and Y2 mentees, along with program leadership.



Conclusions: The Cochrane US Health Equity mentorship program has been able to develop and implement an application selection screening process and tool that prioritizes both equity and transparency, which is aligned with the Cochrane Collaboration's vision and rigor. Our methodology also created new opportunities for year 2 and year 3 mentees who participated in the process, and we are currently using the same format with minimal revision for a second time with Year 4 applications.

Applicant's Name:	POINTS	REVIEWER 1	REVIEWER 2
Have you applied for this program before?	Points available	Points awarded	Points awarded
Yes	1		
No	0		
Where do you currently live	Points available	Points awarded	Points awarded
HINARI A	2		
HINARI B	1		
high-income country	0		
Current Living Situation	Points available	Points awarded	Points awarded
Rural	1		
Urban	1		
Suburban	0		
High population density	1		
mostly non-white	1		
mostly caucasian	0		
well educated	0		
educationally marginalized	1		
mostly low-income	1		
mostly middle- or high-income	0		
mostly English-speaking	0		
mostly non-English speaking	0		
affected by climate change	1		
affected by unrest	1		
Poor access to healthcare	1		
Target Population Groups	Points available	Points awarded	Points awarded
Living with a disability	1		
LGBTQ+	1		
Historically marginalized ethnic/racial/religious group	1		
Single parent or care-giver	1		
First generation university student / graduate	1		
Little or no access to opportunities in evidence-based healthca	1		

To access to the tool and the complete selection process, please scan the QR code.



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The authors acknowledge the hard work of our volunteer scoring team!

Scan here to learn more about Cochrane US and our Mentoring Program

