

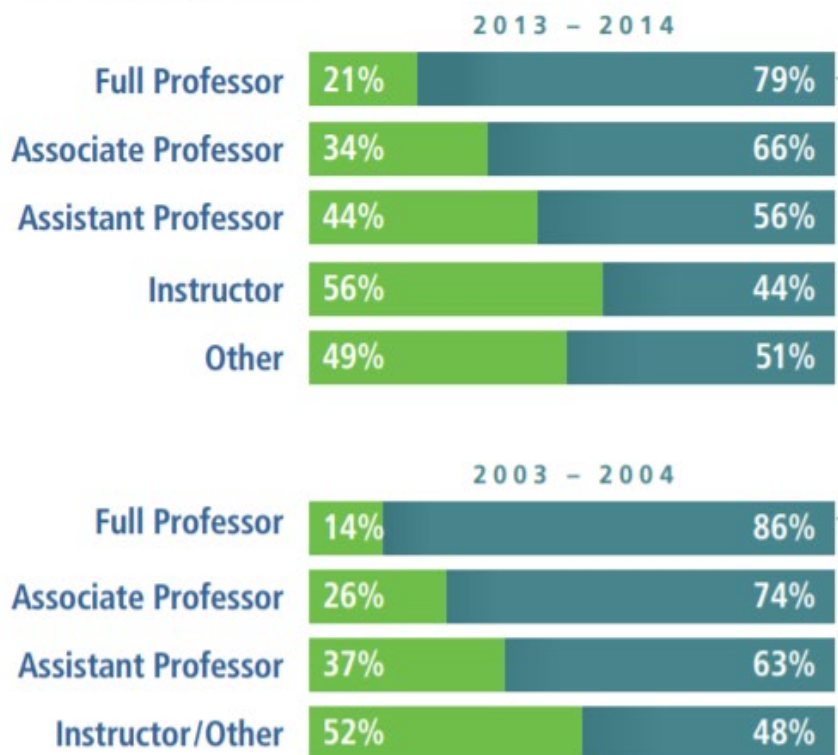
Leadership & National Representation

Ground Rules

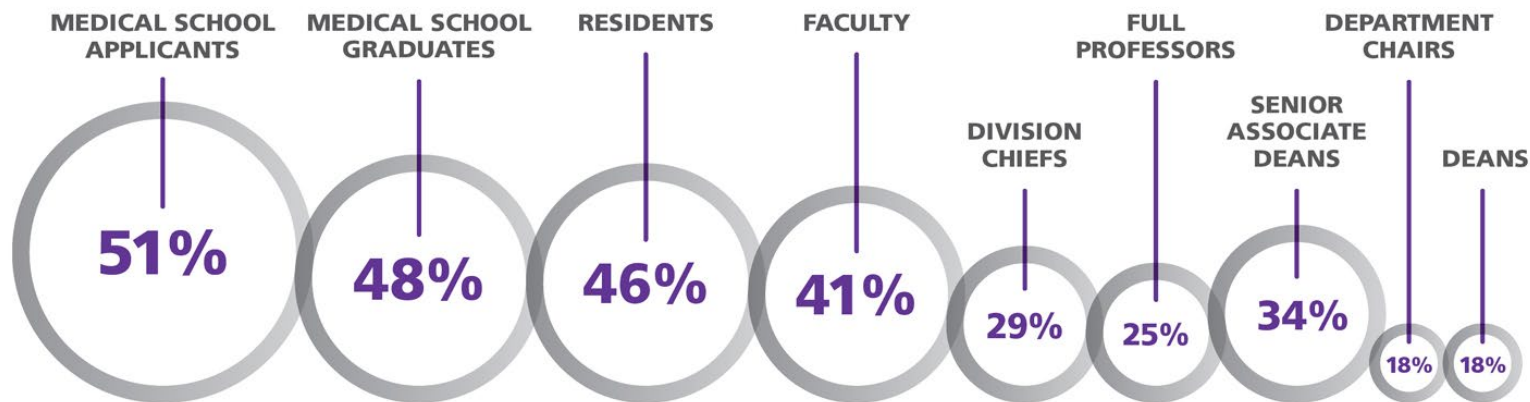
- Confidentiality
- Consider intention as well as impact
- Do not assume shared values or beliefs
- Lean into discomfort
- Everyone has something to contribute

Executive Summary

FIGURE 5
Then & Now: Full-Time Men and Women Faculty by Rank



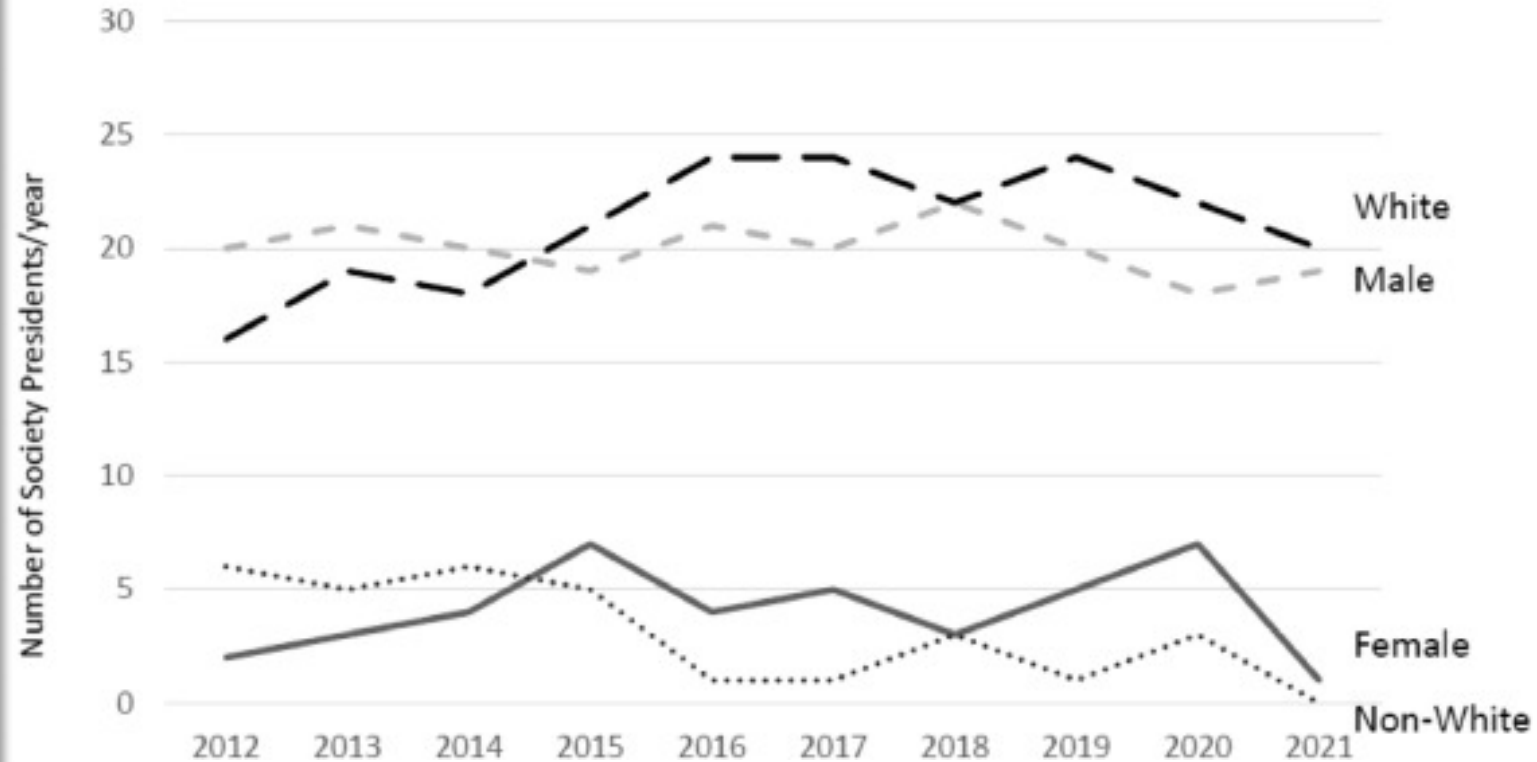
REPRESENTATION OF WOMEN IN ACADEMIC MEDICINE 2018-2019



Surgical Specialty Organizations 2013

Organization	Women presidents	Women on the executive council
American Association of Endocrine Surgeons	2	5
American Association for the Surgery of Trauma	1	2
American Burn Association	2	2 MDs
American Pediatric Surgery Association	2	1
American Society of Colon and Rectal Surgeons	1	1
American Society of Transplant Surgeons	3	1
Society of Thoracic Surgeons	0	0
American Association for Thoracic Surgery	0	0
Society of Surgical Oncology	2	2
Society of American Gastrointestinal and Endoscopic Surgeons	1	1
Society for Vascular Surgery	2	1

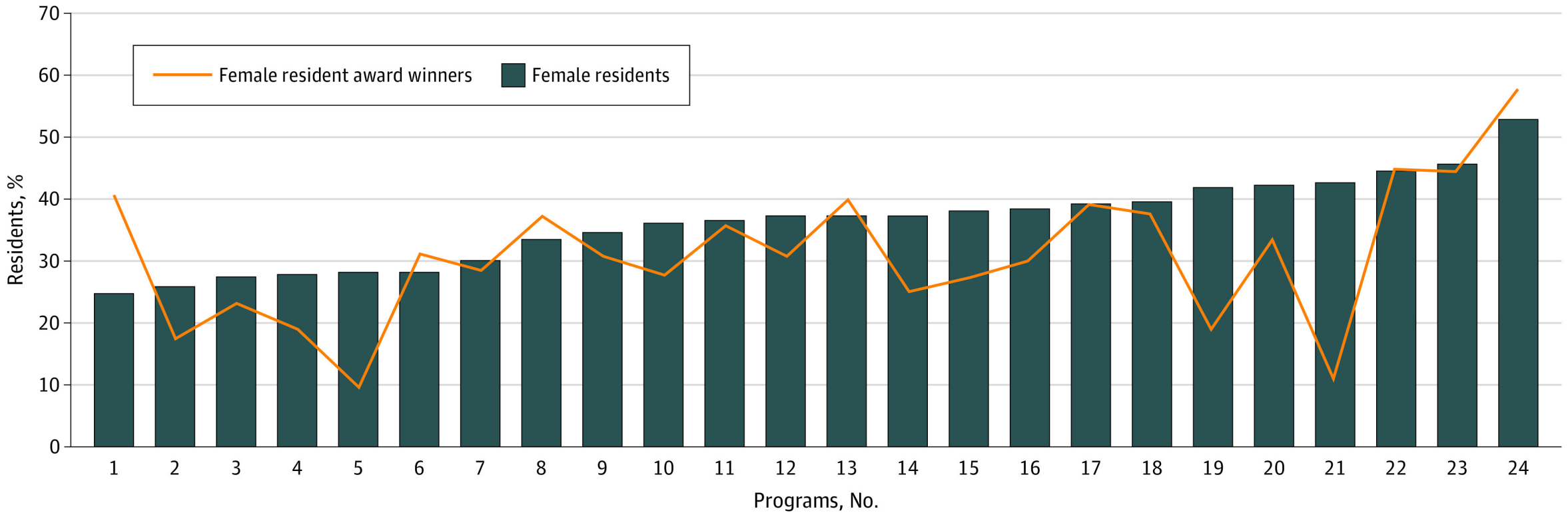
Demographics of Society Presidents 2012-2021



Over the last decade, there has been no change in the gender of society presidents ($P = 0.66$), while the frequency of non-White presidents has decreased ($P < 0.001$)

- Cochran A, Freischlag JA, Numann P. Women, Surgery, and Leadership: Where We Have Been, Where We Are, Where We Are Going. *JAMA Surg.* 2013;148(4):312–313. doi:10.1001/jamasurg.2013.1706
- Morris-Wiseman et al. Race, Gender, and International Medical Graduates: Leadership Trends in Academic Surgical Societies, *Journal of Surgical Research*, 2022.

Awards and Recognition



King et al. Gender Disparities in Medical Student Research Awards: A 13-Year Study From the Yale School of Medicine. *Acad Med.* 2018

Kuo LE, Lyu HG, Jarman MP, Melnitchouk N, Doherty GM, Smink DS, Cho NL. Gender Disparity in Awards in General Surgery Residency Programs. *JAMA Surg.* 2020

Attributing Authority



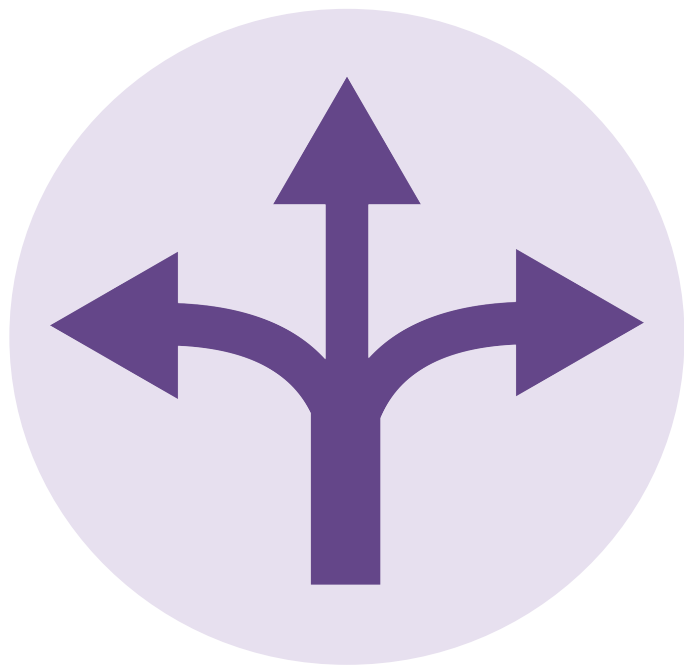
TABLE 1. FIRST FORM OF ADDRESS

<i>Introducer and Speaker gender (Introducer, Speaker)</i>	<i>Speaker addressed by professional title</i>		<i>p-values from pairwise comparisons</i>			
	<i>n/N</i>	<i>%</i>	<i>FI-FS</i>	<i>FI-MS</i>	<i>MI-FS</i>	<i>MI-MS</i>
Female, Female (FI-FS)	45/46	97.8%		0.46	<0.001	0.007
Female, Male (FI-MS)	57/60	95.0%			<0.001	0.003
Male, Female (MI-FS)	31/63	49.2%				0.001
Male, Male (MI-MS)	110/152	72.4%				

Gray cells represent the same groups compared to themselves or duplicates.

FI, female introducers; FS, female speakers; MS, male speakers; MI, male introducers.

Critiquing the data



Operationalizing



LEADERSHIP
TRAINING



Case Study

You are in charge of the Grand Rounds program for the year, how should you handle speaker selection and their introductions

Discussion Points

- Does race/gender/topic area matter? What if your own institution does not have a lot of diversity from which to choose?
- Should intros be standardized?
- What should you do if you feel a speaker has been introduced improperly?

Case Study

The office manager in clinic introduces the woman physician to new patients using her first name, but always refers to the male physicians as Dr. [x]

Discussion Points

- Is this behavior that needs to be corrected? What is the female attending and the office manager also have a casual friendship?
- How should this be addressed?
- Are there any real ramifications for patient care?

Survey

Please complete the following brief survey to assess your learning from today's session and provide feedback on your experience.

1. Open camera app on your phone
2. Point your phone at the QR code to scan it
3. Tap the pop-up banner/link and fill the brief survey

Thank you!!

