

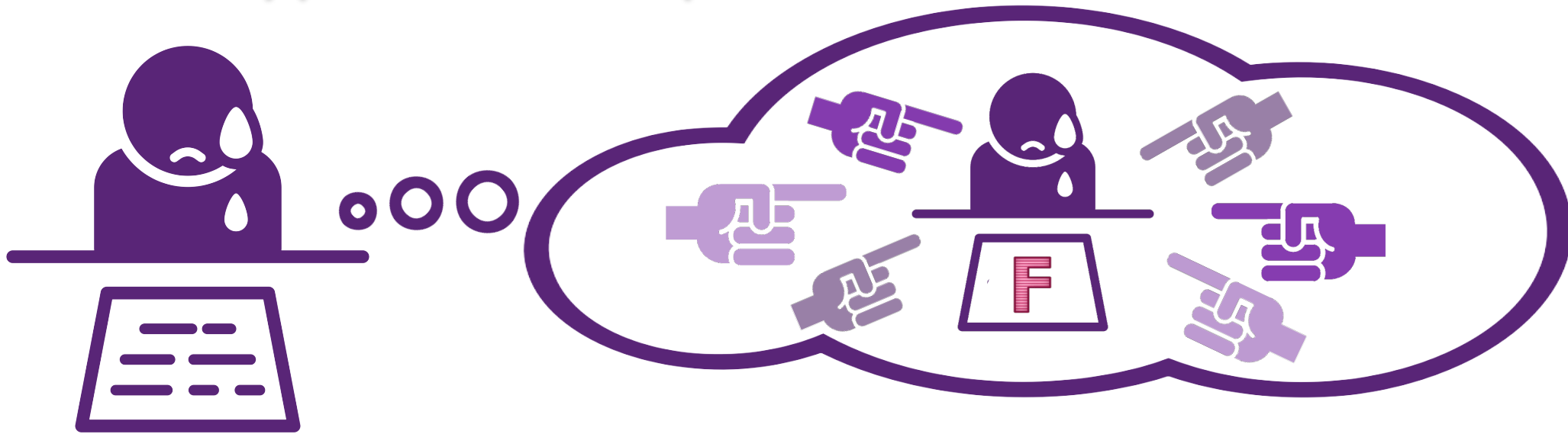
# Case Study

A female resident who has recently returned from maternity leave is scrubbed into a 6 hour case. At the beginning of the case, the attending congratulates her on her new baby and asks her if she enjoyed her vacation. Later, cognizant of the stereotype that mothers/women prioritize family over work, she doesn't ask to scrub out pump, despite becoming increasingly uncomfortable

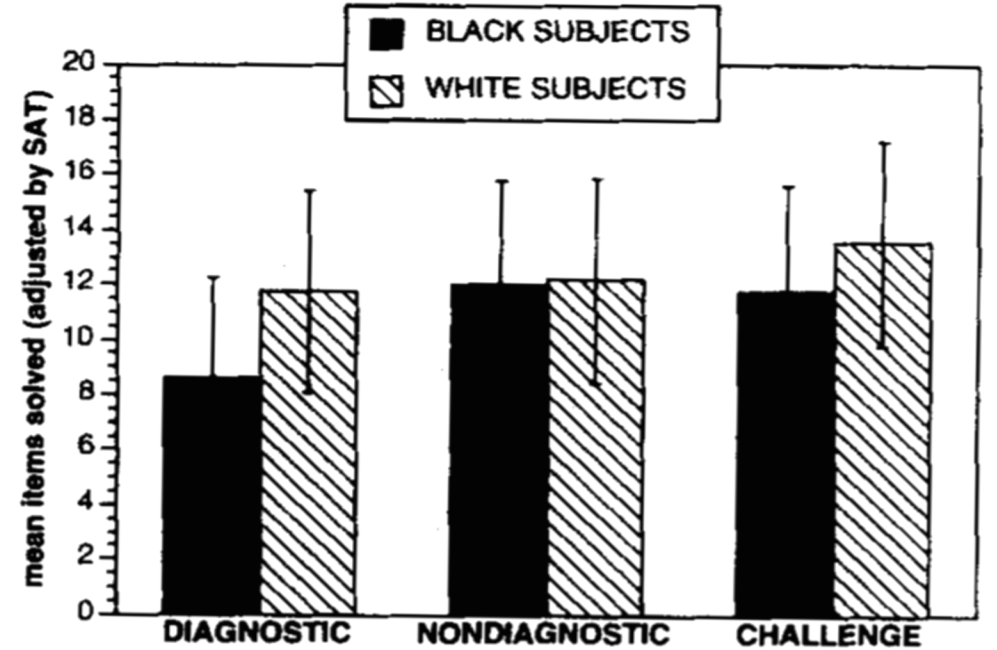
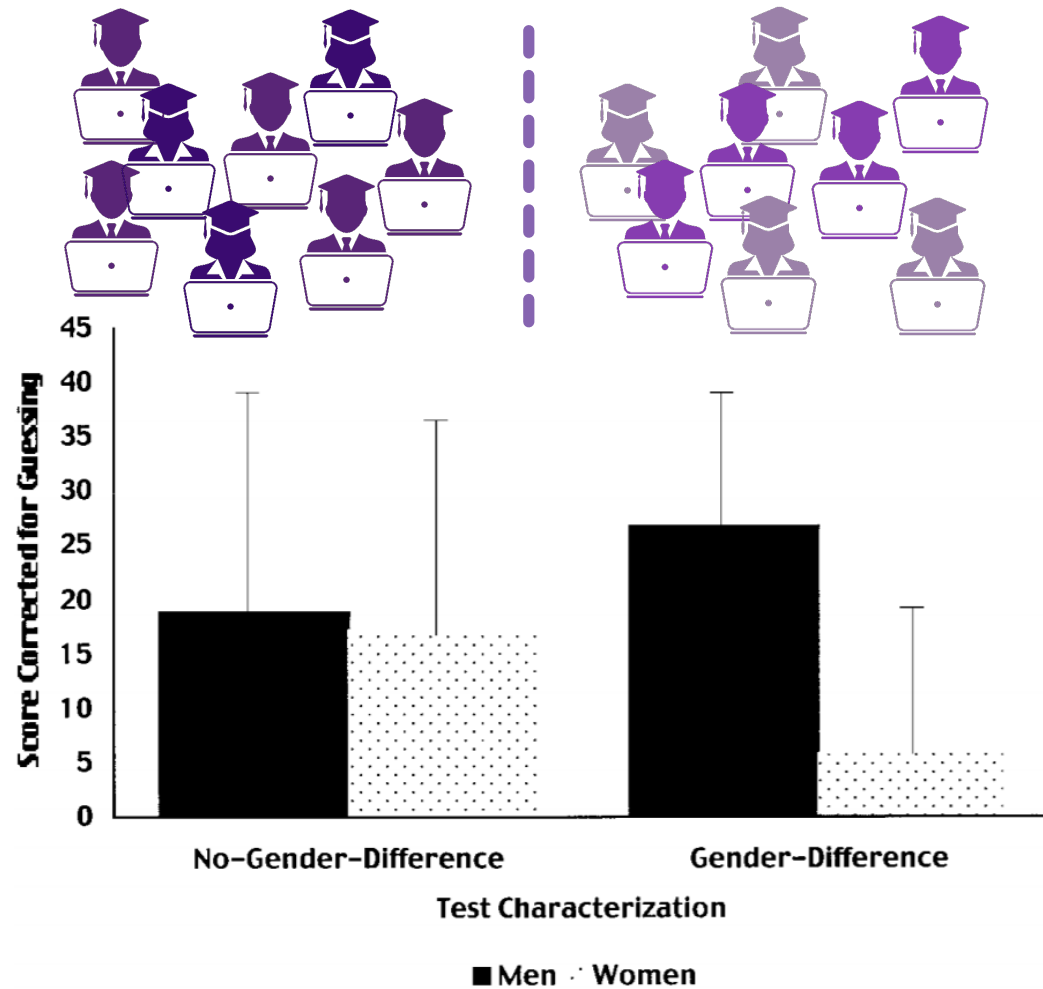
# Stereotype Threat and the impact on performance

# Defining Stereotype Threat

Fear of confirming a negative group stereotype causes performance to decline



# Experimental Evidence



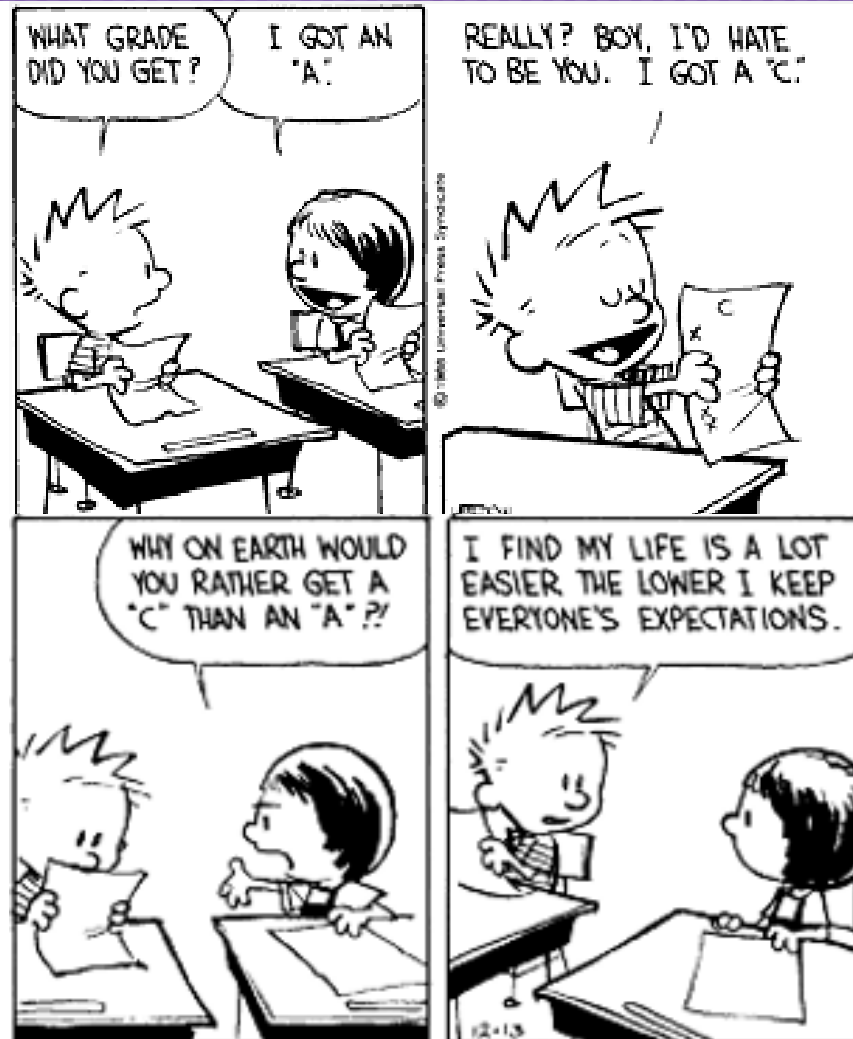
Various **personal factors** involved in performance on problems requiring reading and verbal reasoning **ability**

**Psychological factors** involved in solving verbal problems

Provide even highly verbal people with a **mental challenge**

# Exacerbated by Investment

GIVEN THE PACE OF TECHNOLOGY, I PROPOSE WE LEAVE MATH TO THE MACHINES AND GO PLAY OUTSIDE.



# Manifesting in Medicine

NURSES FEMALE  
LOCKER ROOM

PHYSICIAN'S  
MALE LOCKER  
ROOM



# Operationalizing:

- Build awareness
- Reduce Priming
- Avoid Tokenism

# Case Study

A female resident who has recently returned from maternity leave is scrubbed into a 6 hour case. At the beginning of the case, the attending congratulates her on her new baby and asks her if she enjoyed her vacation. Later, cognizant of the stereotype that mothers/women prioritize family over work, she doesn't ask to scrub out pump, despite becoming increasingly uncomfortable

## Discussion Points

- How might the language surrounding maternity leave unduly impact women?
- Where can you find information regarding family leave, pumping etc.?
- How should anyone who receives a comment like this respond?
- How can departments change issues of child-care and family from “women’s issues” to global issues



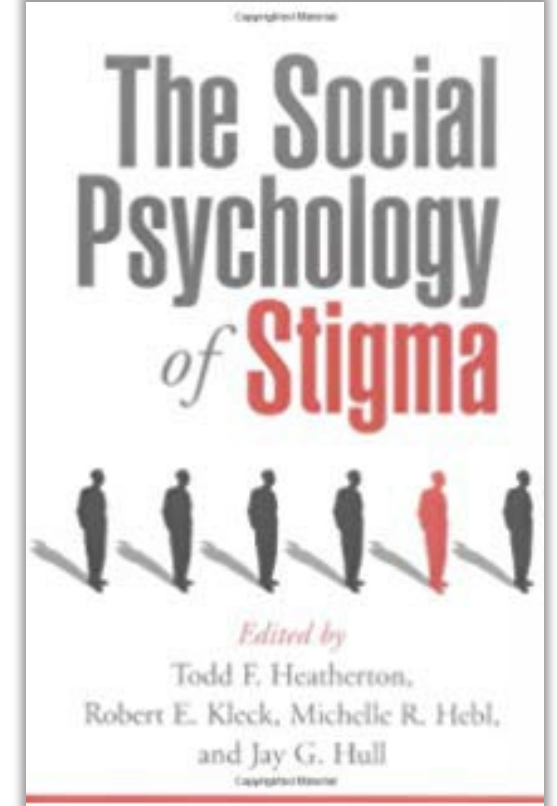
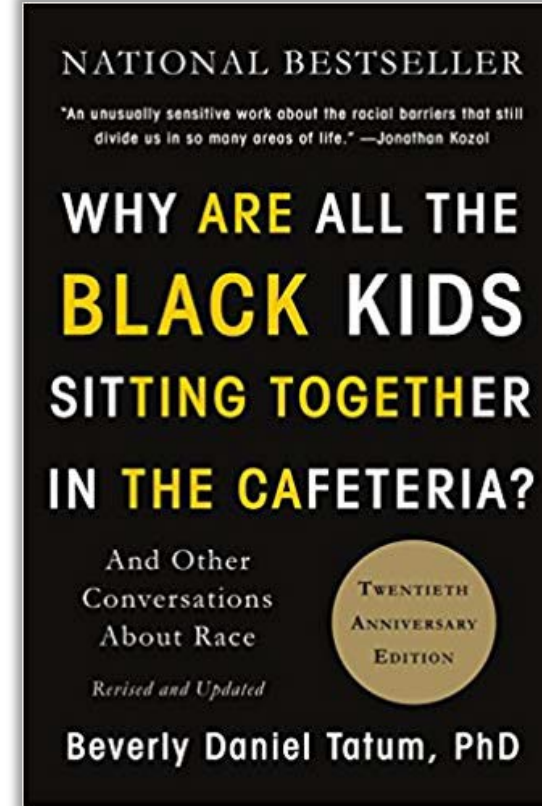
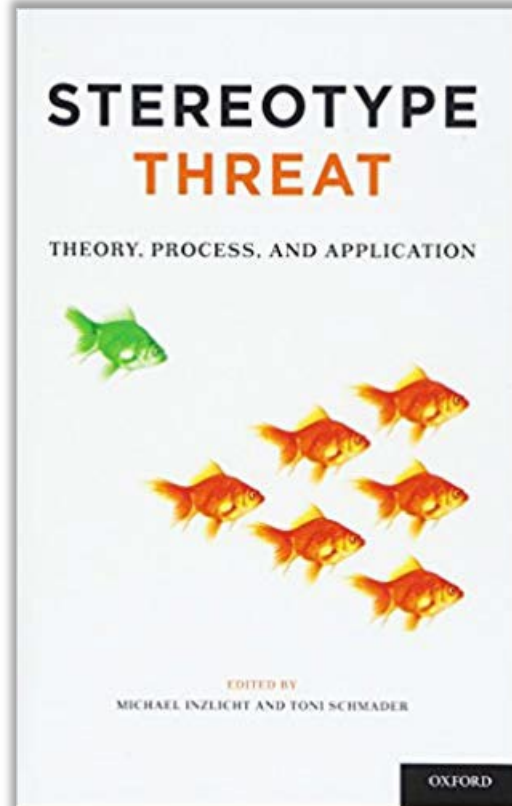
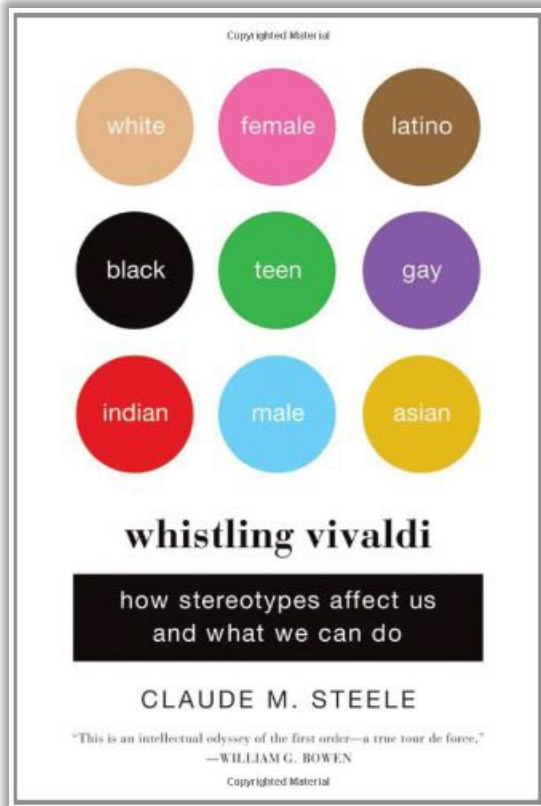
# Case Study

In a meeting with their mentor, a resident expresses interest in a specialty known for having a good lifestyle. The mentor scoffs and says “but you’re so talented! Don’t you want to be a real surgeon?”

## Discussion Points

- How might the mentee give their mentor feedback to this kind of comment?
- How can the institution create mechanisms for psychological safety?
- How should one advocate about a perceived work life balance without having to justify it?

# Further Reading



# 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!!

