

Resources

Working Toward Gender Diversity & Inclusion In Medical Education FMF 2019 Workshop W337

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This resource list is intended to provide you with a sampling and variety of resources related to gender equity in medical education. Please share additional resources that inspire/guide you!

Opinion pieces, editorials, and commentaries

Three propositions: fixing the numbers, fixing the institutions and fixing the knowledge.

<https://www.mededpublish.org/manuscripts/1415>

Fixing the Gender Imbalance in Health Care Leadership

<https://hbr.org/2018/10/fixing-the-gender-imbalance-in-health-care-leadership>

Gender Diversity in Residency Training: The Case for Affirmative Inclusion - *Focus on OB/GYN*

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5734319/>

The idea that medicine is above sexism is false—and destructive

<https://healthydebate.ca/opinions/sexism-in-medicine>

Gender equality in science, medicine, and global health: where are we at and why does it matter?

[https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(18\)33135-0/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(18)33135-0/fulltext)

Kimberle Crenshaw - Now more than ever, it's important to look boldly at the reality of race and gender bias -- and understand how the two can combine to create even more harm. https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en#t-350782

Studies

Association Between the Liaison Committee on Medical Education's Diversity Standards and Changes in Percentage of Medical Student Sex, Race, and Ethnicity - *Results of implementing accreditation standards for diversity on US medical schools*

<https://jamanetwork.com/journals/jama/article-abstract/2717462>

Gender Diversity and Inclusion in Med Ed

Steps to Improving Sexual and Gender Diversity Curricula in Undergraduate Medical Education, a Needs Assessment Survey <https://academic.oup.com/milmed/article/184/1-2/e190/5076400>

Association of a Simulated Institutional Gender Equity Initiative With Gender-Based Disparities in Medical School Faculty Salaries and Promotions <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2719131>

Use of a Coordinated Social Media Strategy to Improve Dissemination of Research and Collect Solutions Related to Workforce Gender Equity. <https://www.ncbi.nlm.nih.gov/pubmed/30998087>

Physician Workforce Disparities and Patient Care: A Narrative Review <https://www.liebertpub.com/doi/pdf/10.1089/heg.2019.0040>

Entire journal issue on women leadership in medicine and healthcare <https://cjl.ca/volume5number1.html>

Policies, position statements, and initiatives

Promising practices for understanding and addressing faculty salary equity at US medical schools <https://store.aamc.org/promising-practices-for-understanding-and-addressing-faculty-salary-equity-at-u-s-medical-schools.html>

Mount Sinai Hospital Diversity Initiative Announcement <https://www.mountsinai.org/about/newsroom/2019/mount-sinai-icahn-school-of-medicine-announces-groundbreaking-new-initiatives-to-further-advance-gender-equity-diversity-and-inclusion>

Harvard Medical School Commitment to Diversity Statement <https://meded.hms.harvard.edu/admissions-commitment-diversity>

Achieving Gender Equity in Physician Compensation and Career Advancement: A Position Paper of the American College of Physicians
<https://annals.org/aim/fullarticle/2678630/achieving-gender-equity-physician-compensation-career-advancement-position-paper-american>

Ethical Leadership – Julie Silver’s Be Ethical Campaign white paper - She Leads Healthcare
http://sheleadshhealthcare.com/wpcontent/uploads/2018/10/Be_Ethical_Campaign_101418.pdf

Times Up Health Care: The clock has run out on sexual assault, harassment and inequality in the healthcare workplace. It's time to do something about it.
<https://www.timesuphealthcare.org/>

Allyship in the corporate environment -
<https://www.forbes.com/sites/shereeattheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/#29a37afa49c6>

Champions to follow

Nanky Rai @NankyRai – Toronto-based Family Physician – Dr. Rai has been involved in grassroots antiimperialist, migrant and health justice movements for 10 years <http://mcmasterihm.ca/speakers/dr-nanky-rai/> online presentation on understanding Medical Violence

Ritika Goel @RitikaGoelTO – Toronto-based Family doctor. Activist. Mom. Both immigrant and settler. Tweets on health, politics & social justice.
<https://twitter.com/RitikaGoelTO/status/1174516789453250561?s=20>

Kim Kelly @KimKellyMD – Edmonton – based Family Physician – leader of CMA’s 2018 community of interest - Creating an Inclusive and Equitable Medical Community - Empowering members to build an inclusive medical culture and realize gender equity.
<https://www.cbc.ca/radio/whitecoat/metoo-in-medicine-part-2-crisis-of-care-reaction-and-food-addiction-revisited-1.4715902/what-happened-was-wrong-why-this-doctor-spoke-up-about-her-metoo-experience-1.4716398>

Esther Choo: https://twitter.com/choo_ek AND <https://www.medscape.com/viewarticle/908878> (In conversation with Eric Topol)

Julie Silver: <https://twitter.com/JulieSilverMD> AND <https://womensleadership.hmscme.com/>

Arghavan Salles: https://twitter.com/arghavan_salles AND <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2737309>

Quinn Capers IV: <https://twitter.com/DrQuinnCapers4> AND <https://echo360.org/section/cf46fd9f-a449-428f-853e-6536e210933b/home> (Lecture on diversity in medical education)

Jane Van Dis: <https://twitter.com/janevandis> AND <https://www.eqmedicine.com/>

Amélie Lamont @amelielamont - TO BE AN ALLY IS TO...Take on the struggle as your own. Stand up, even when you feel scared. Transfer the benefits of your privilege to those who lack it. Acknowledge that while you, too, feel pain, the conversation is not about you. <http://www.guidetoallyship.com/>

9reply guys @9replyguys - Dedicated to the men (and women) who repeat the same tired replies. Stop replying, start listening.

Books:

Good and Mad: The Revolutionary Power of Women's Anger, By Rebecca Traister

White Fragility: Why It's So Hard for White People to Talk About Racism, By Robin DiAngelo

Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do Hardcover, by Jennifer L. Eberhardt PhD

Calls to action:

On Twitter, retweet items of interest using the #TimesUpFMF hashtag, follow gender equity champions (see champions list below)

Stay connected with this group of presenters via “MedEd & Gender Equity” Whatsapp group
Email: rita.mccracken@ubc.ca for an invitation.

Other great ideas we discuss at the workshop