

Inclusion, Diversity and Gender Equity are Key Elements of Academic Success  
Presented by Victoria Fraser, MD for LGM Grand Rounds  
May 13, 2021

Resources Provided in Presentation

Books

- Whistling Vivaldi: How stereotypes affect us and what we can do about it by Claude M. Steele
- Black Man in a White Coat, A doctor's reflection on race and medicine by Damon Tweedy, MD
- What Works for Women at Work by Joan C Williams & Rachel Dempsey
- How Women Rise by Sally Helgesen & Marshall Goldsmith
- Life as a Doctor Mom by Lauren Hayward, MD
- Lean In: Women, Work and the Will to Lead by Cheryl Sandberg

Articles

Working Towards Gender Diversity and Inclusion in Medicine: Myths and Solutions

<https://pubmed.ncbi.nlm.nih.gov/30739693/>

Collaboration: Strength in diversity <https://www.nature.com/news/collaboration-strength-in-diversity-1.15912>

Opinion: Gender diversity leads to better science <https://pubmed.ncbi.nlm.nih.gov/28228604/>

These labs are remarkably diverse — here's why they're winning at science

<https://www.nature.com/articles/d41586-018-05316-5>

Measuring Diversity and Inclusion in Academic Medicine: The Diversity Engagement Survey

<https://pubmed.ncbi.nlm.nih.gov/26466376/>

Changing the Culture of Academic Medicine: The C-Change Learning Action Network and Its Impact at Participating Medical Schools

<https://journals.lww.com/academicmedicine/pages/articleviewer.aspx?year=2013&issue=09000&article=00027&type=Fulltext>

Common Types of Gender-Based Microaggressions in Medicine

[https://journals.lww.com/academicmedicine/Fulltext/2020/03000/Common\\_Types\\_of\\_Gender\\_Based\\_Microaggressions\\_in.37.aspx](https://journals.lww.com/academicmedicine/Fulltext/2020/03000/Common_Types_of_Gender_Based_Microaggressions_in.37.aspx)

Recruitment, Promotion, and Retention of Women in Academic Medicine: How Institutions Are Addressing Gender Disparities <https://pubmed.ncbi.nlm.nih.gov/28063849/>

The Changing Career Trajectories of New Parents in STEM <https://www.pnas.org/content/116/10/4182>

Inadequate progress for women in academic medicine: findings from the National Faculty Study <https://pubmed.ncbi.nlm.nih.gov/25658907/>

The Different Words We Use to Describe Male and Female Leaders <https://hbr.org/2018/05/the-different-words-we-use-to-describe-male-and-female-leaders>

Science faculty's subtle gender biases favor male students <https://www.pnas.org/content/109/41/16474>

Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine <https://pubmed.ncbi.nlm.nih.gov/29894119/>

Trends in the Proportion of Female Speakers at Medical Conferences in the United States and in Canada, 2007 to 2017 <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2730476>

Gender differences in how scientists present the importance of their research: observational study <https://www.bmj.com/content/367/bmj.l6573>

Sexual Harassment of Women Study Report (Free PDF download) <https://www.nap.edu/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic>

From #MeToo to #TimesUp in health care: can a culture of accountability end inequity and harassment? [https://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(19\)30251-X/fulltext](https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(19)30251-X/fulltext)

Reducing Implicit Gender Leadership Bias in Academic Medicine with an Educational Intervention, Sabine Girod, MD, DDS, PhD, [https://www.vumc.org/faculty/sites/vumc.org/faculty/files/public\\_files/Leadership6.pdf](https://www.vumc.org/faculty/sites/vumc.org/faculty/files/public_files/Leadership6.pdf)

Seven actionable strategies for advancing women in science, engineering, and medicine <https://pubmed.ncbi.nlm.nih.gov/25748929/>

A Culture Conducive to Women's Academic Success Development of a Measure [https://journals.lww.com/academicmedicine/Fulltext/2012/11000/A\\_Culture\\_Conducive\\_to\\_Women\\_s\\_Academic\\_Success\\_.51.aspx](https://journals.lww.com/academicmedicine/Fulltext/2012/11000/A_Culture_Conducive_to_Women_s_Academic_Success_.51.aspx)

What does it take to make an institution more diverse? <https://www.nature.com/articles/d41586-018-05317-4>

The Women in Medicine and Health Science program: an innovative initiative to support female faculty at the University of California Davis School of Medicine <https://pubmed.ncbi.nlm.nih.gov/25006704/>

## Web

Advancing Women in Academic Medicine (WUSM) <https://internalmedicine.wustl.edu/diversity/advancing-women-in-academic-medicine/>

Stanford: Project Respect <https://respect.Stanford.edu>

White Coats 4 Black Lives <https://whitecoats4blacklives.org/rjrc/>

## Other

### Institutional Awards to Help Faculty Overcome Early – Mid-career Obstacles

- Doris Duke Fund to Retain Clinical Scientists 
- Harvard Office for Women's Careers 
- MGH Distinguished Scholar Awards 
- Claflin Distinguished Scholar Award (1993; Women in Academic Medicine Committee; \$ for junior 🧑🏫 faculty to sustain research productivity in childbearing years), \$50k/yr x 2 yrs
  - 90% returned and promoted 1993-2004
  - \$2.1M in 35 awards → \$51M outside funding (24.5-fold ROI)