

An illustration featuring several women in various professional settings. In the top left, a woman with dark curly hair uses a microscope. In the top right, a woman in a red hijab and lab coat holds a large test tube. In the bottom left, a woman with long dark hair and safety glasses holds a test tube with pink liquid. In the bottom center, a woman in a blue lab coat holds a baby. In the bottom right, a woman with blonde hair works on a laptop. The background is filled with soft, abstract shapes in shades of purple, blue, and yellow.

# UW SOM Women Faculty Day 2022 Striving for Gender Equity for Women in Medicine and Science

Introductory Remarks

Mimi T. Cabrera, MD

Chair, Dean's Standing Committee on Women in Medicine and Science

Associate Professor of Ophthalmology, UW SOM

Chief of Ophthalmology, Seattle Children's Hospital

February 17, 2022

UW Medicine acknowledges that the land we occupy today is the traditional home of the Tulalip, Muckleshoot, Duwamish, and Suquamish tribal nations. Without them we would not have access to this healing, working, teaching, and learning environment. We humbly take the opportunity to thank the original caretakers of this land who are still here.



# Women Faculty Day: Striving for Gender Equity

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- 9:00-9:15am Introductory Remarks – Mimi Cabrera, MD
- 9:15-10:05am (Keynote) Sexual Harassment in Medicine: The Clock Still Hasn't Run Out – Arghavan Salles, MD PhD
- 10:05-10:20am Breakout Session
- 10:20-10:25am Break
- 10:25-10:55am What is Restorative Justice? – Adrienne Morgan, PhD
- 10:55-11:00am Break
- 11:00am-12:00pm Panel Discussion – Mimi Cabrera, MD (moderator); Brian Saelens, PhD; Leslie Walker-Harding, MD; Sharona Gordon, PhD; Trish Kritek, MD, EdM; Doug Wood, MD

Special thanks  
to..

- Women Faculty Day subcommittee:
  - Jeanne Cawse-Lucas
  - Annie Slater
  - Alice Ellyson
  - Katherine DeNiro
- Members of the Women in Medicine and Science Committee
- Lisa Pierce

# Women Faculty Day Reminders

## Social

- @UW\_WIMS
- #WFD2022

- Please mute yourself
- Use chat box for questions/comments
- We wish this meeting to be inclusive of the full diversity of gender identities and gender expressions
- Please participate in the gender identity anonymous survey

# New UW Women's Leadership Series

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## Quarterly sessions

- “Not Imposter syndrome” (March 2022)
- “Negotiations: advocating for self and others” (June 2022)
- “Difficult conversations” (September 2022)
- “How to build and lead diverse teams- Strategy” (January 2023)

**Stay tuned!**

-- UW SOM Dean's Standing Committee for Women in Medicine and Science



# Resources

- UW Medicine Bias Reporting Tool:  
<https://redcap.iths.org/surveys/?s=RH49HNT8EA>
- UW SOM Peer to Peer Program (faculty):  
<https://faculty.uwmedicine.org/p2p/>
- UW Allies (grad students, post-docs):  
<https://sites.uw.edu/uwallies/>
- UW University Complaint Investigation and Resolution Office:  
<https://www.washington.edu/compliance/uciro/> or call 206-616-2028
- UW Office of the Ombud:  
<https://www.washington.edu/ombud/>
- UW SafeCampus: <https://www.washington.edu/safecampus/>
- Confidential Advocate:  
<https://www.washington.edu/sexualassault/support/advocacy/>
- **Mental Health Resources:**
  - UW CareLink (24/7 access): 866-598-3978, TDD 800-697-0353
  - 24-Hour Crisis Line: 866-427-4747
  - WA DOH Hotlines, Text, and Chat Resources:  
<https://www.doh.wa.gov/YouandYourFamily/InjuryandViolencePrevention/SuicidePrevention/HotlinesTextandChatResources>



# WeToo..

November 22, 2021      For immediate release

## Workplace discrimination common among liver doctors

Parental leave policies are often non-existent, and make advancement difficult for women, second survey finds.

**MEDIA CONTACT:** Barbara Clements, 253-740-5043, [bac60@uw.edu](mailto:bac60@uw.edu)

UW Medicine

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<sup>†</sup>University of Washington School of Medicine, Department of Emergency Medicine, Seattle, Washington  
<sup>‡</sup>Emory University School of Medicine, Department of Emergency Medicine, Atlanta, Georgia  
<sup>§</sup>The Ohio State University College of Medicine, Department of Emergency Medicine, Columbus, Ohio  
<sup>¶</sup>University of Texas Southwestern Medical School, Department of Emergency Medicine, Dallas, Texas  
<sup>||</sup>Wake Forest School of Medicine, Department of Emergency Medicine, Winston-Salem, North Carolina  
<sup>#</sup>Northwestern University Feinberg School of Medicine, Department of Emergency Medicine, Chicago, Illinois

We, Too ~ Pallimed



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## We, Too

by Abby Rosenberg  
([@AbbyRosenbergMD](#))

I didn't want to be another "me too" story. I am becoming one, now, because I believe in the power of a collective voice.

You see, there is something terribly lonely about experiencing sexual harassment. And, there is something incredibly powerful about the quiet moment when you finally, bravely, share your story. There is something bittersweet about knowing you are not alone.





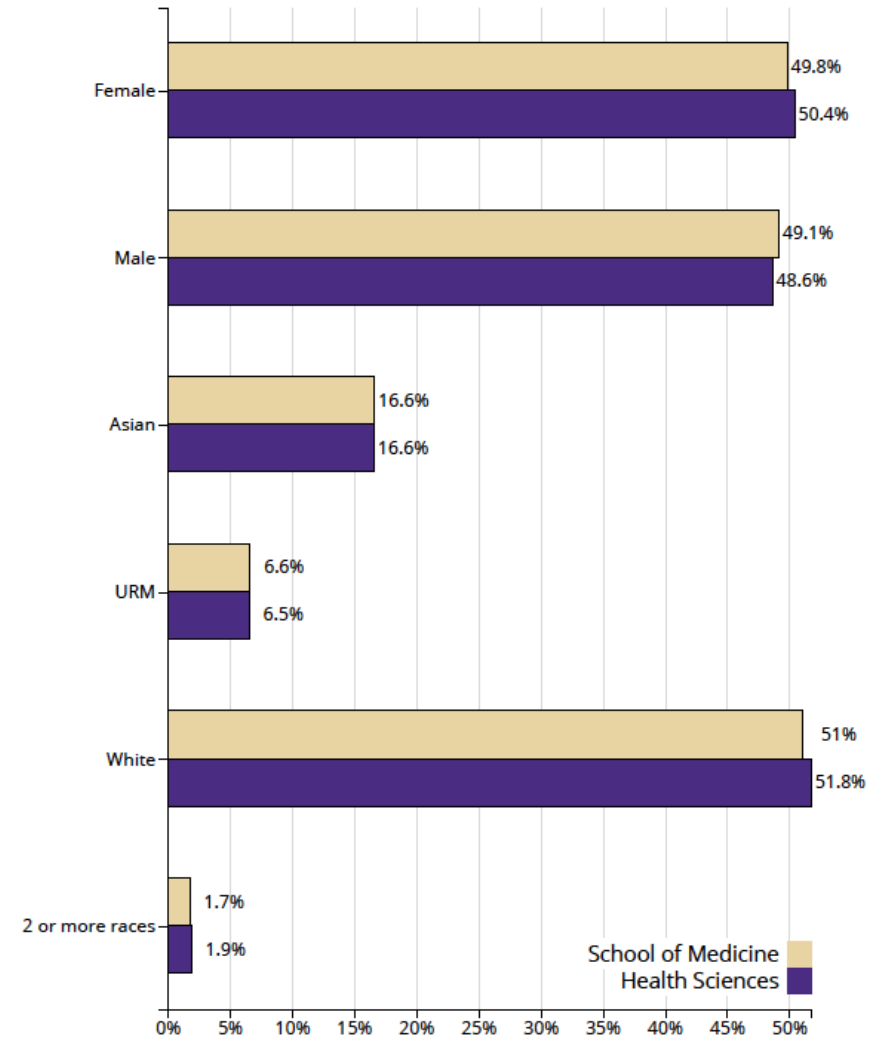
# UW Climate Survey: Faculty/staff

School of Medicine  
Response rate 10.9%  
N = 5782

Health Sciences  
Response rate 17.8%  
N = 6711

## W COLLEGE/DIVISION DEMOGRAPHIC REPORT SCHOOL OF MEDICINE

Academic Personnel Population Demographics Distribution in the School of Medicine

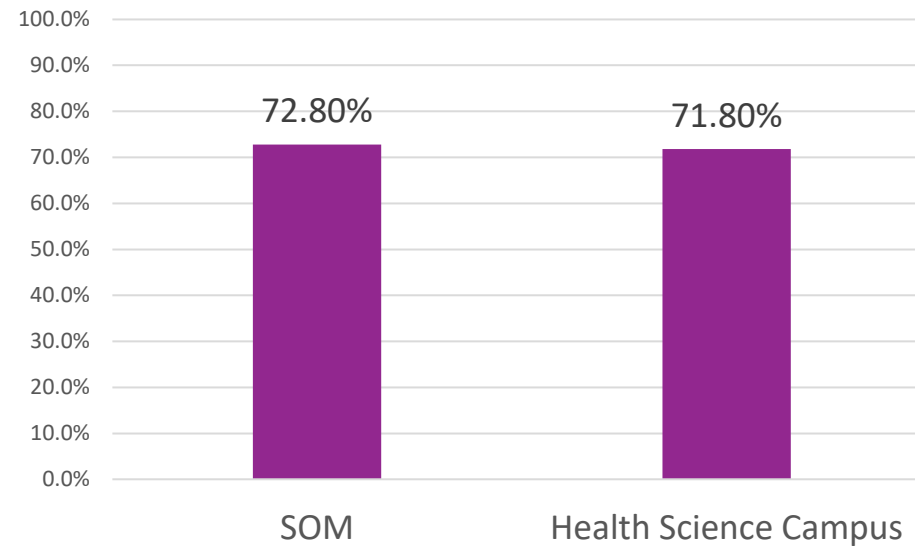


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Comfortable/very comfortable with the  
climate in my unit/workplace

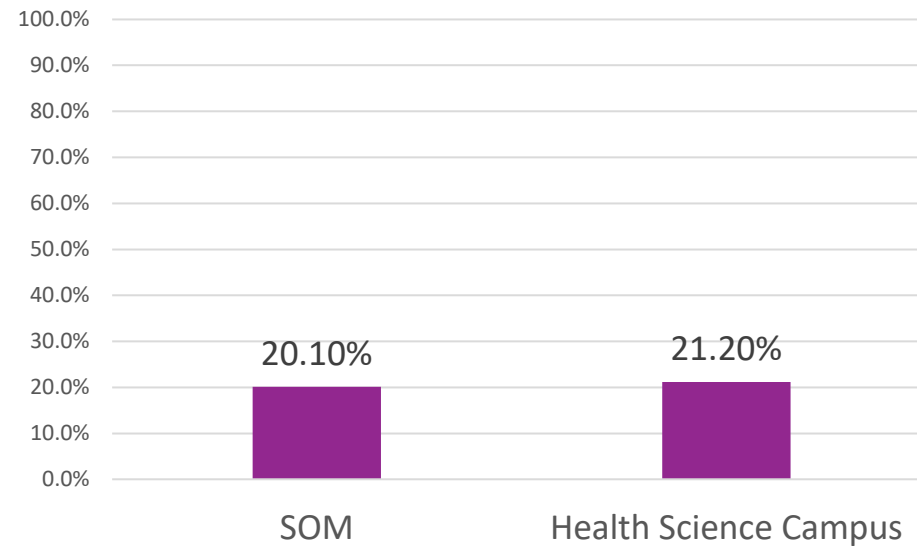


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## Harassment and Unwanted Sexual Experiences within the last year at UW?

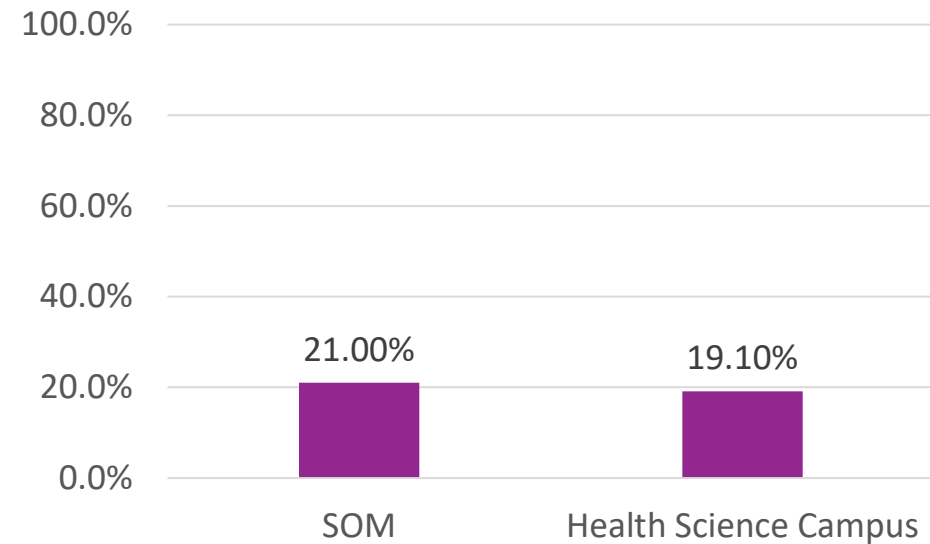


# UW Climate Survey: Faculty/staff

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Response rate 10.9%  
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Health Sciences  
Response rate 17.8%  
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UW provides me with adequate resources to  
help with work-life balance



# Basic Science Climate Surveys



## CORGE

- SOM only
- **21% response rate for PhD students (n=122)**
- **14% response rate for Postdocs (n=49)**

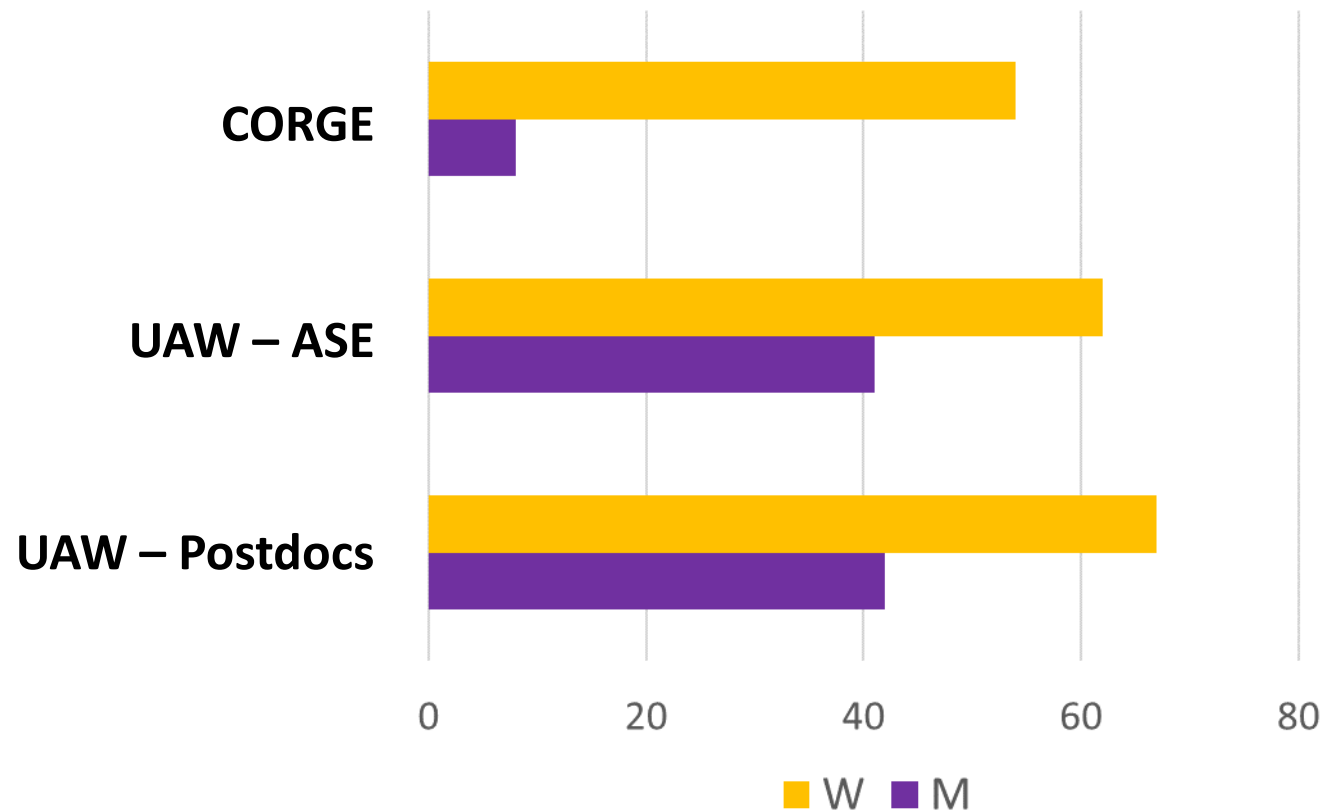
## UAW – Postdocs

- Campus wide (most in SOM)
- **58% response rate (n=550)**

## UAW – ASE (grad students)

- Campus wide
- **25% response rate**

# Experiences of Discrimination and Harassment



## CORGE

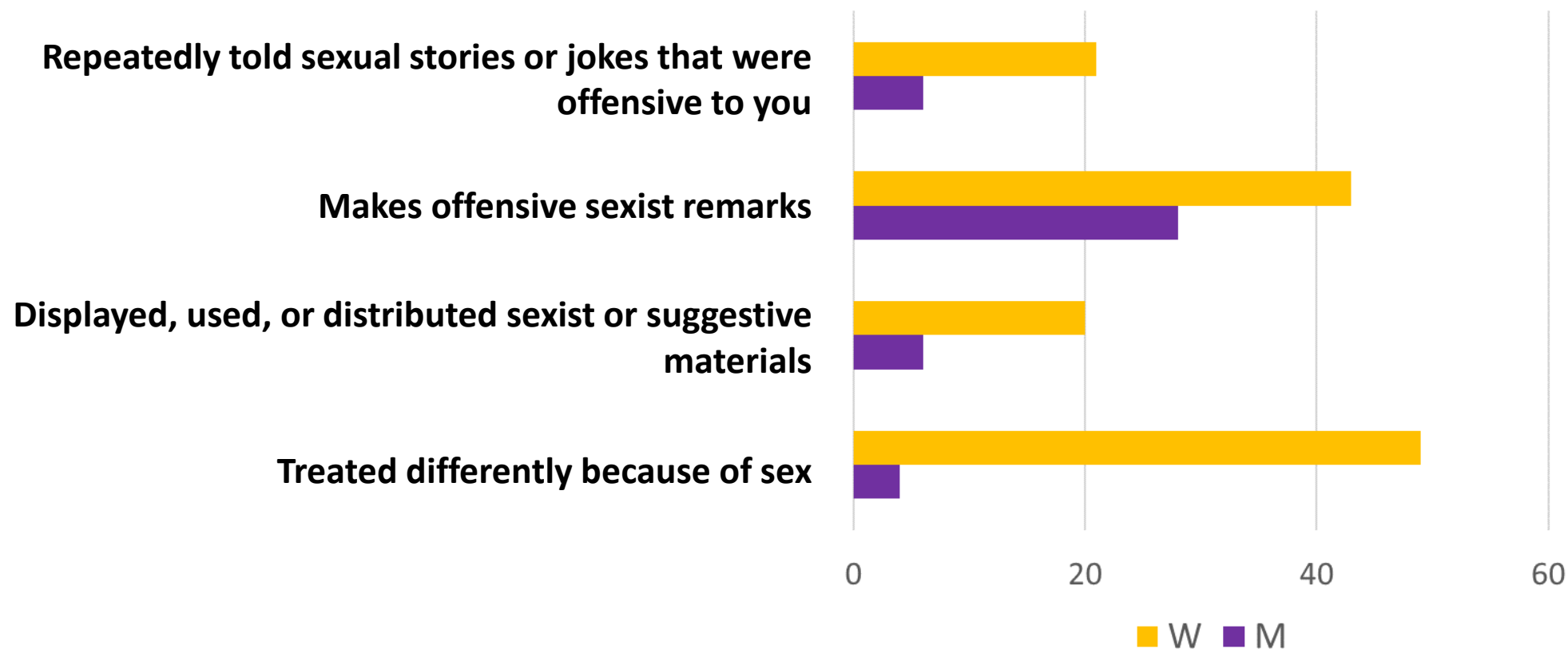
- Ideas/comments ignored
- Put down intellectually
- Embarrassed, patronized
- Hostile stares
- Excluded from social event
- Called names, insulted, verbally assaulted

## UAW

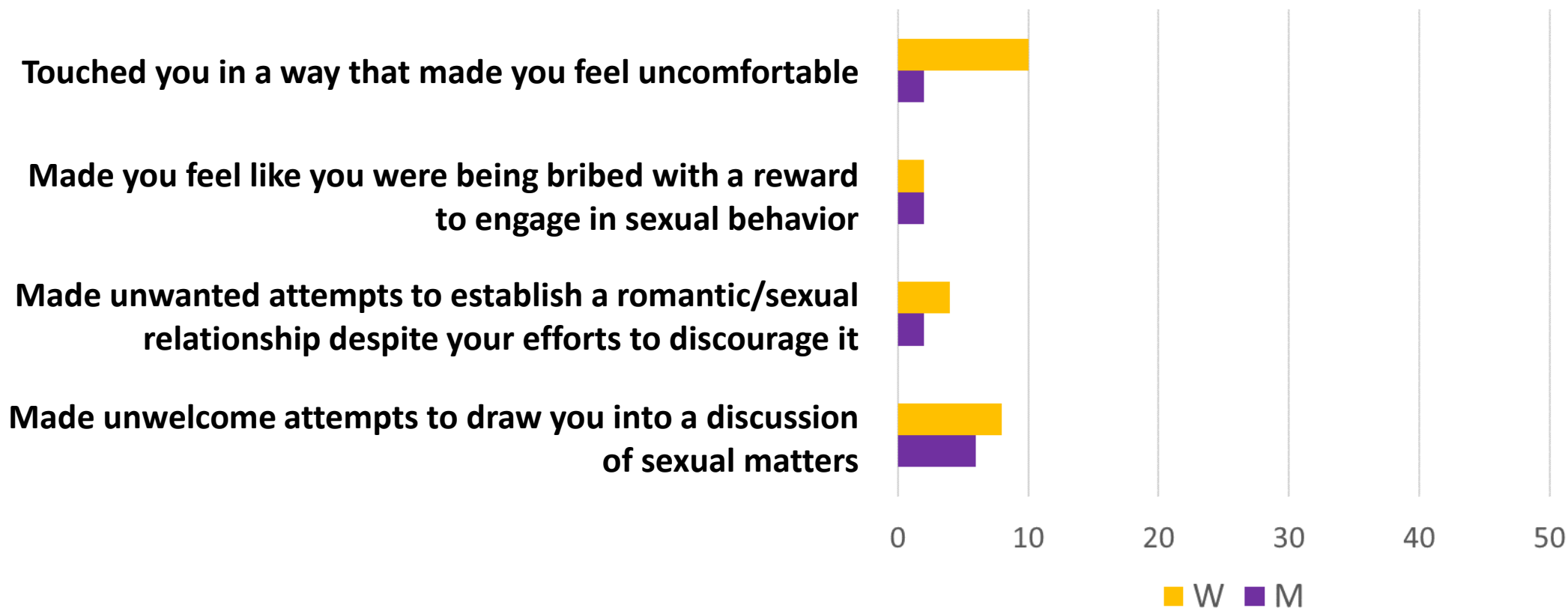
- Derogatory jokes
- Explicit/suggestive comments
- Dismissive comments
- Different treatment from others based on identity
- Unwelcome romantic/sexual advances



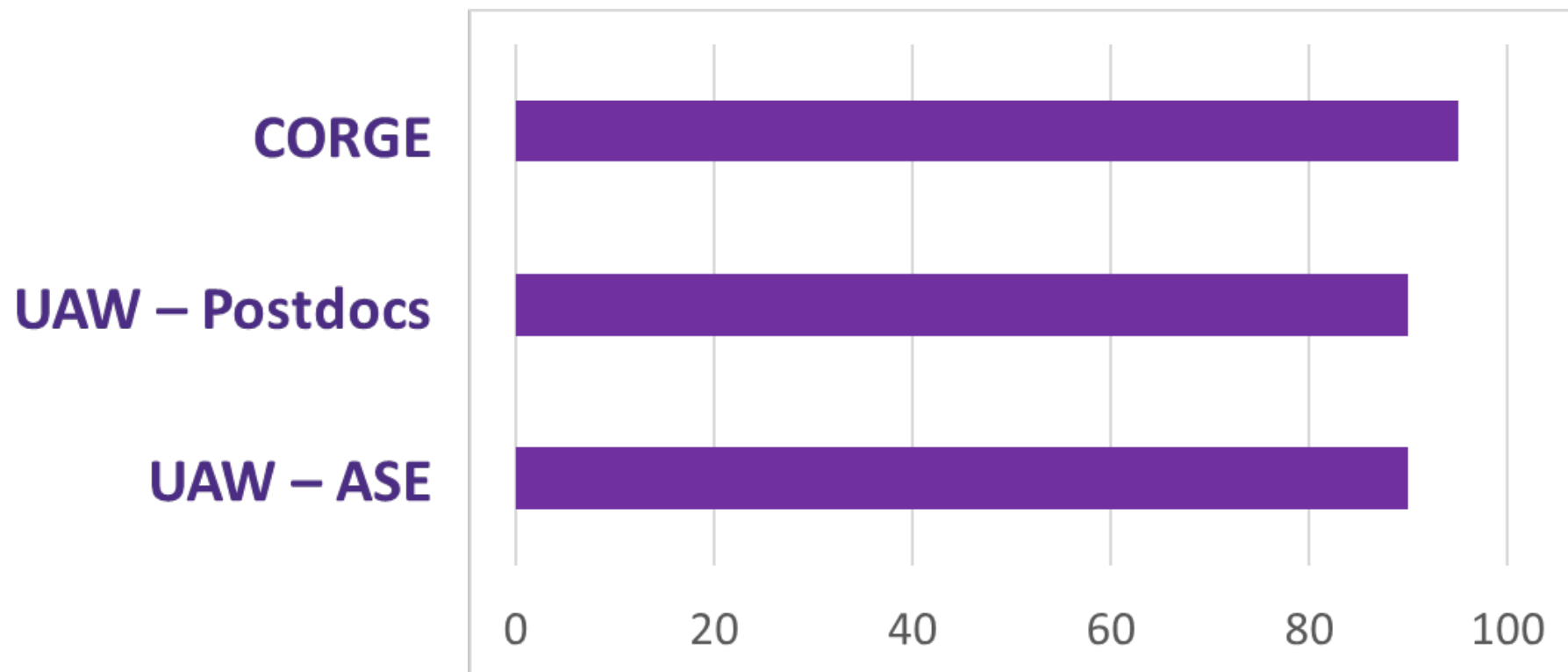
# Harassment by faculty member, research PI, or someone in a leadership position (CORGE survey)



# Harassment by faculty member, research PI, or someone in a leadership position (CORGE survey)



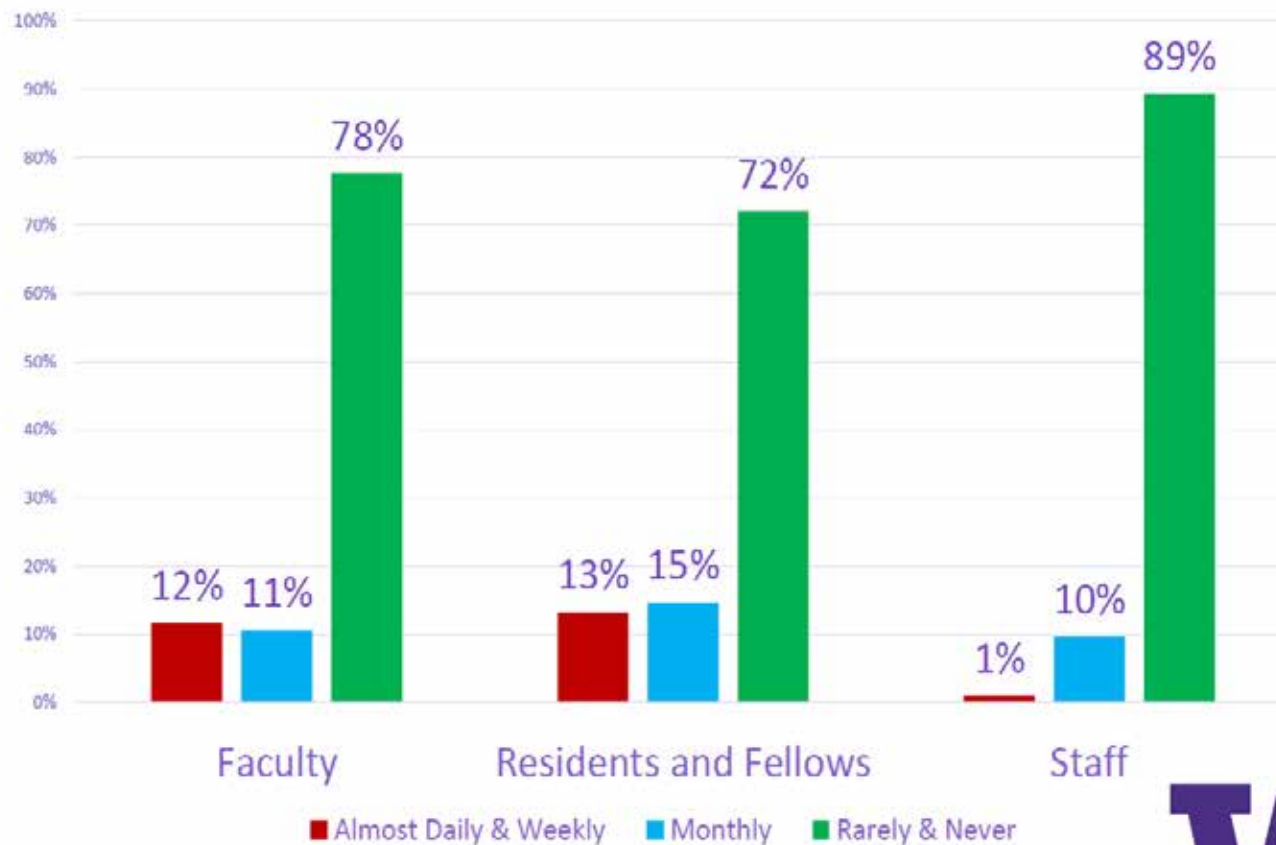
# Trainees do not Report Harassment to UW



# DEPARTMENT OF SURGERY WELLNESS SURVEY RESULTS

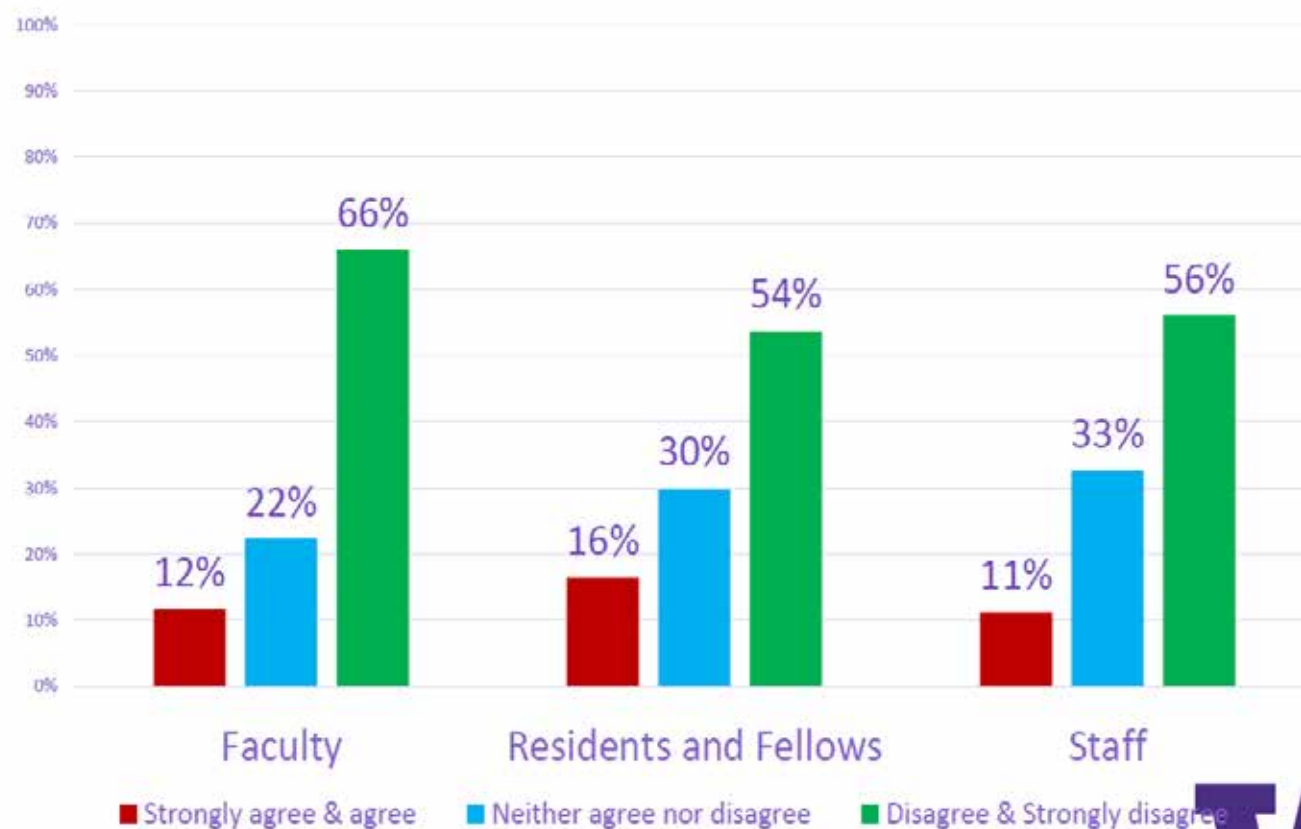
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## I experience microaggressions at work related to my gender, race, ethnicity, religion, sexual orientation:



W

## The microaggressions I experience at work are a major impact on my wellness, happiness, and satisfaction:



W



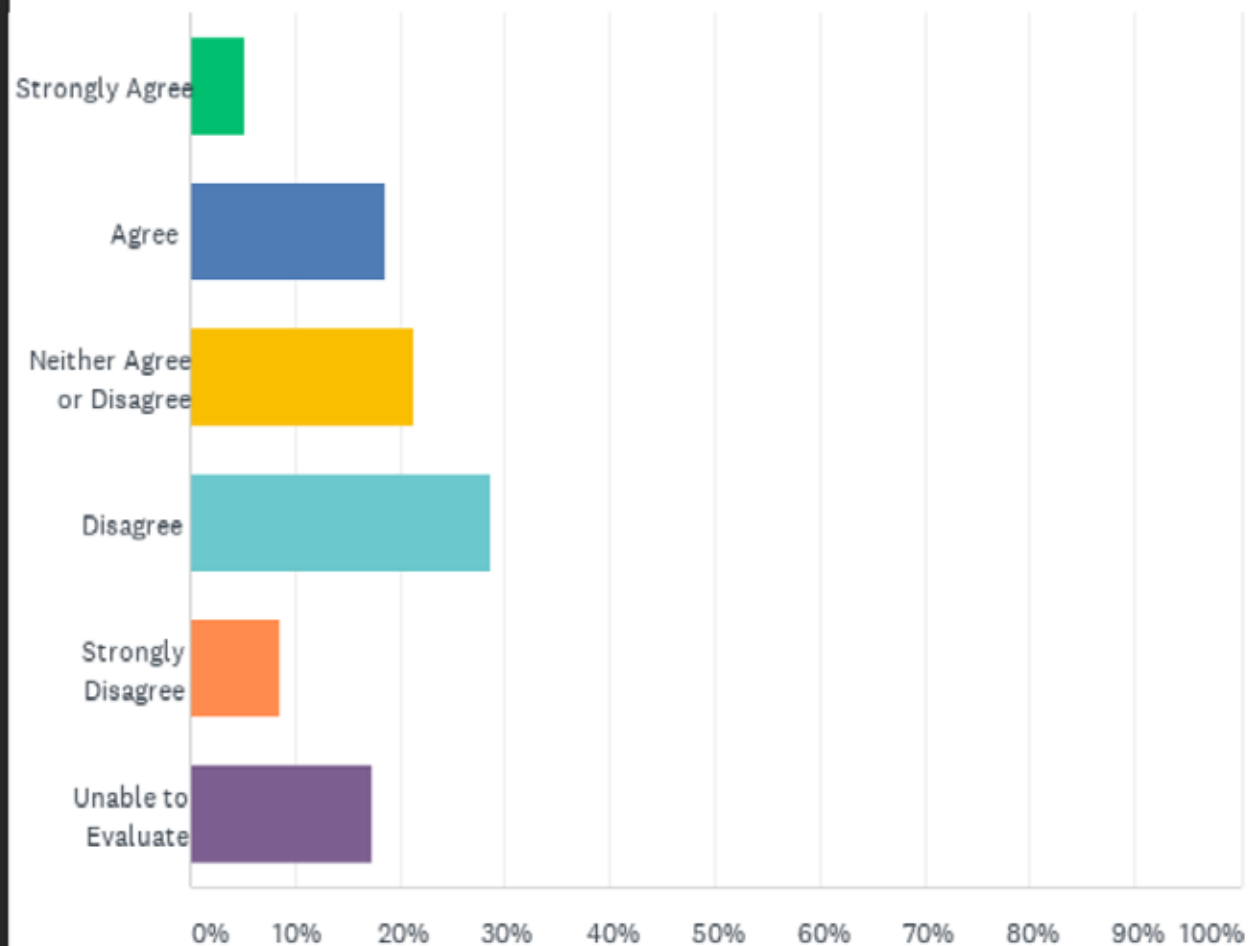
# UW Department of Surgery DEI Survey

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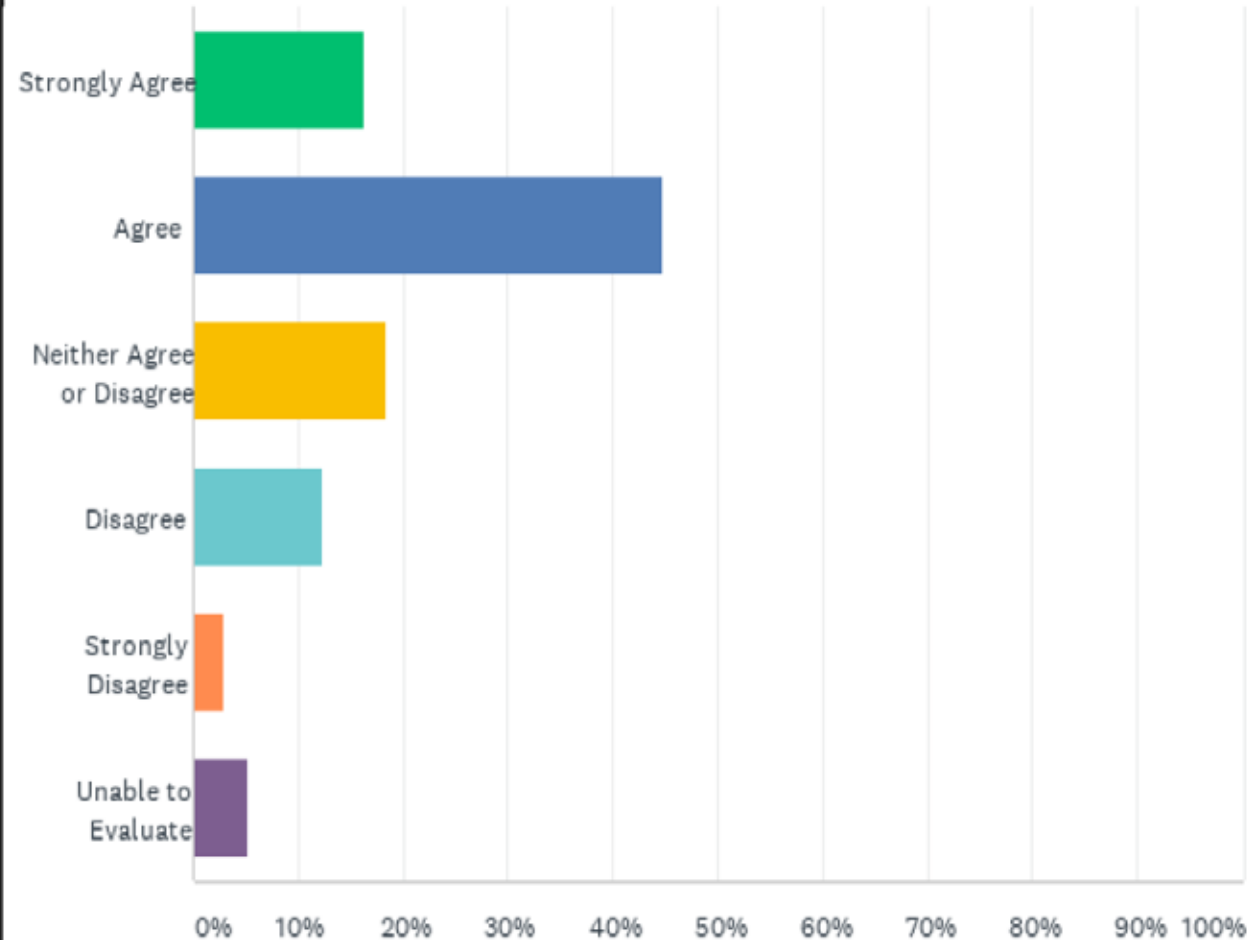
Faculty/Staff

300 respondents  
(59% response  
rate)

Q4: In the Department of Surgery, I am confident there is equity in compensation for members of the department who have similar accomplishments.

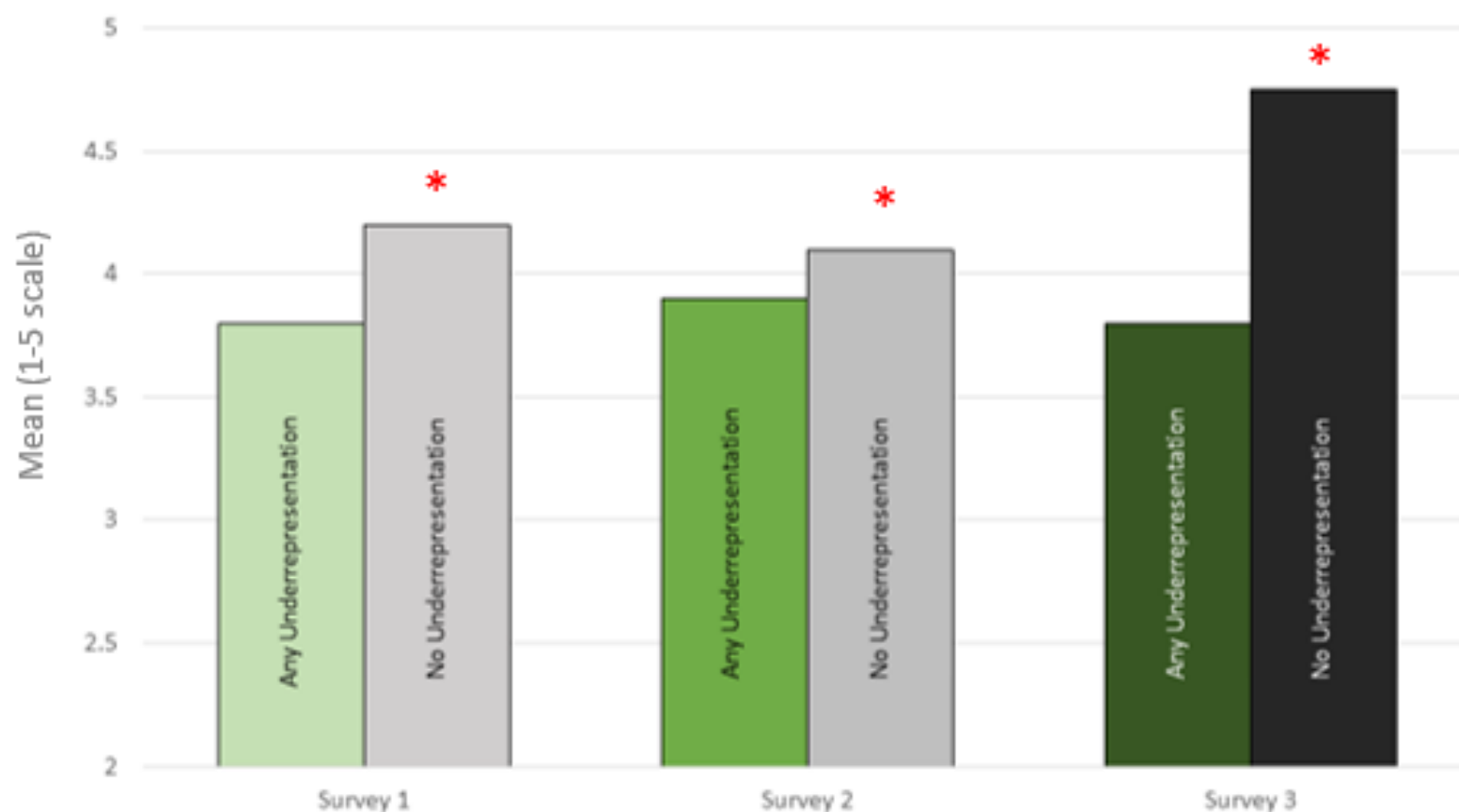


Q5: If I raised a concern about discrimination, I am confident the Department of Surgery has a process to address it and would promptly do so.



# BRIM Climate Survey (UW Department of Medicine)

**Figure 1d. How often are your ideas valued when you talk in meetings?**

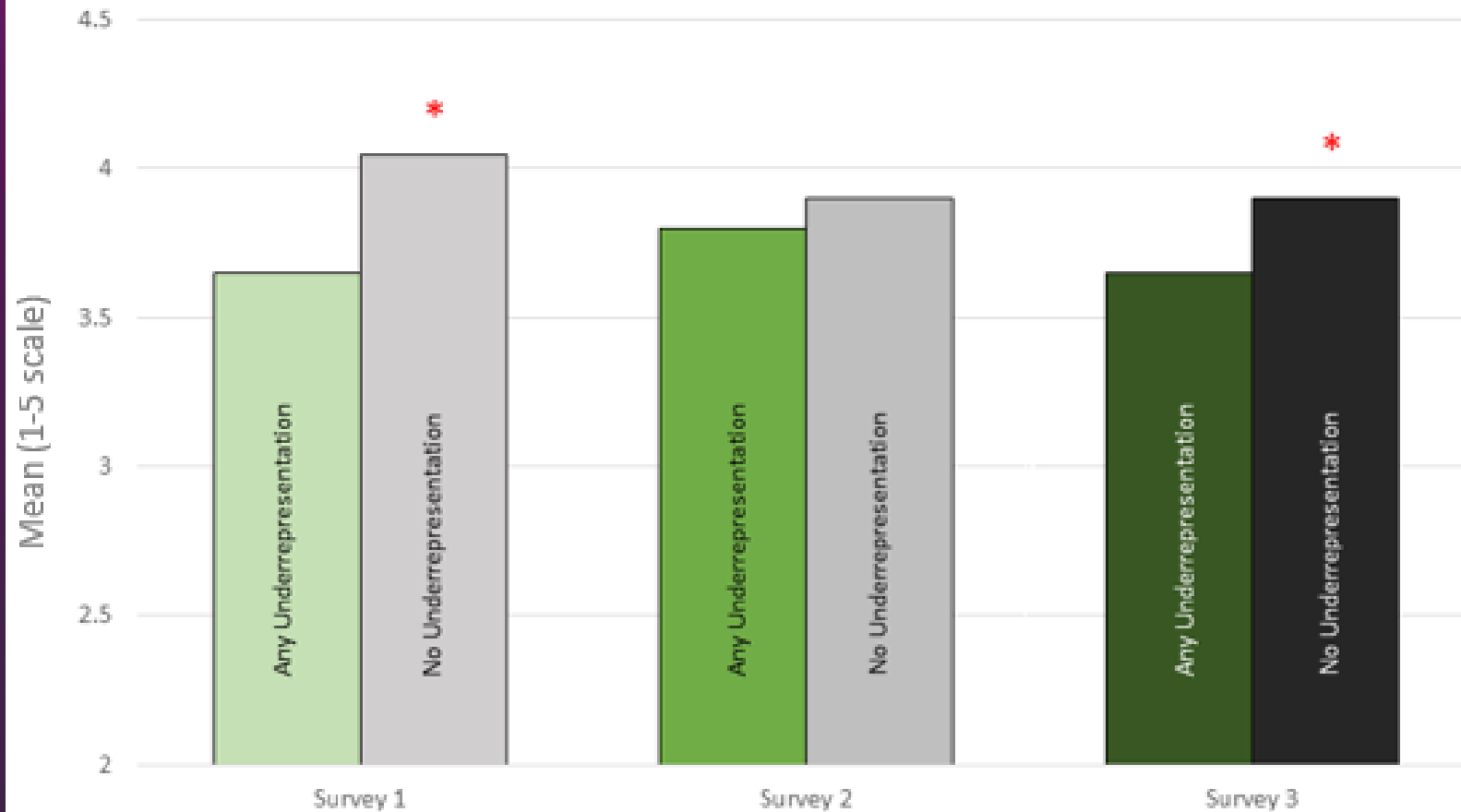


Response choices 1=never, 2=rarely, 3=sometimes, 4=often, 5=very often

\* indicated significant difference,  $p < .05$

↑↓ indicated significant change from Survey 1,  $p < .05$

**Figure 6d. How satisfied are you with being a member of your division?**



Response choices 1=never, 2=rarely, 3=sometimes, 4=often, 5=very often

\* indicated significant difference,  $p < .05$

↑↓ indicated significant change from Survey 1,  $p < .05$

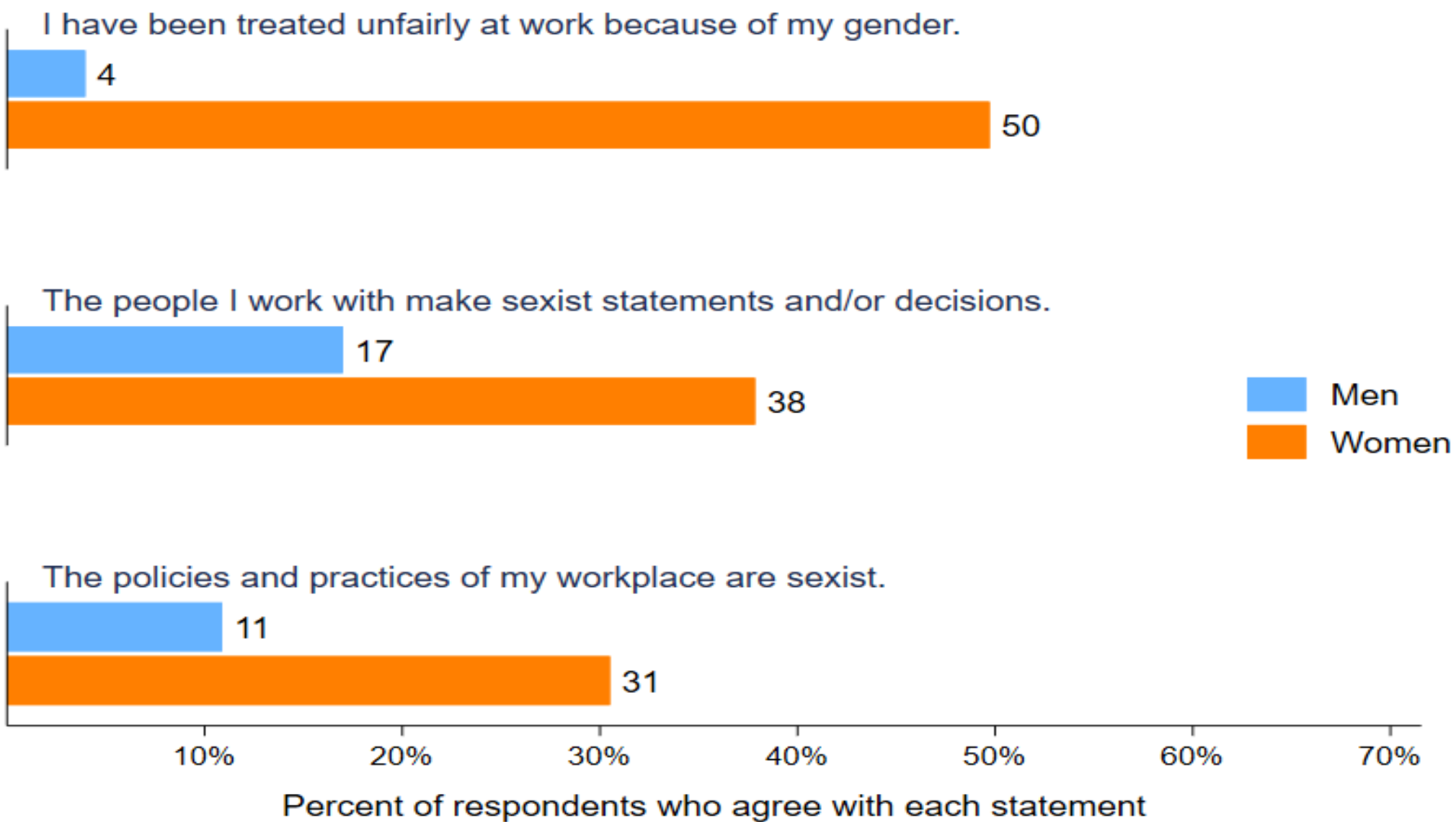


# SCH Pediatrics Climate Survey: Faculty

26 Questions

55 % Response rate

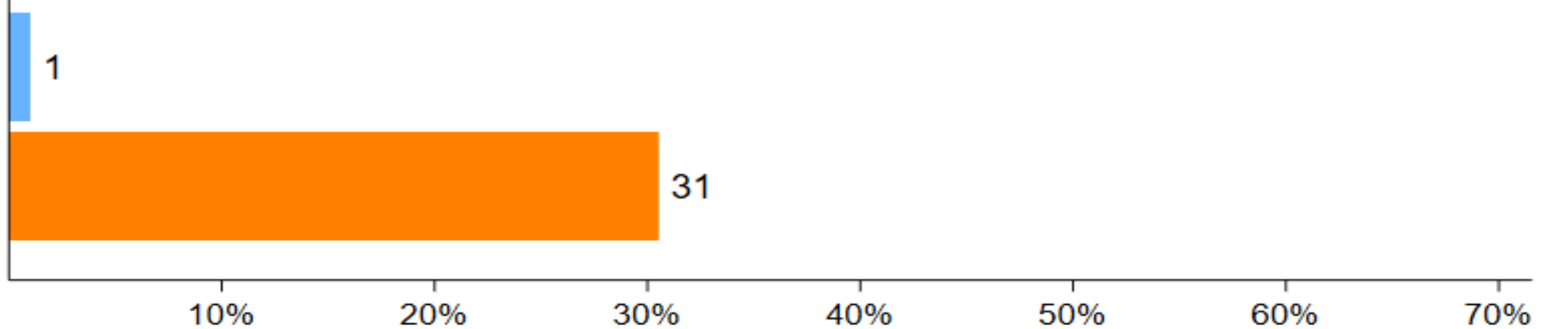
- 60% Women
- 36% Men
- 12 did not answer



At work, I feel that my gender is a limitation.



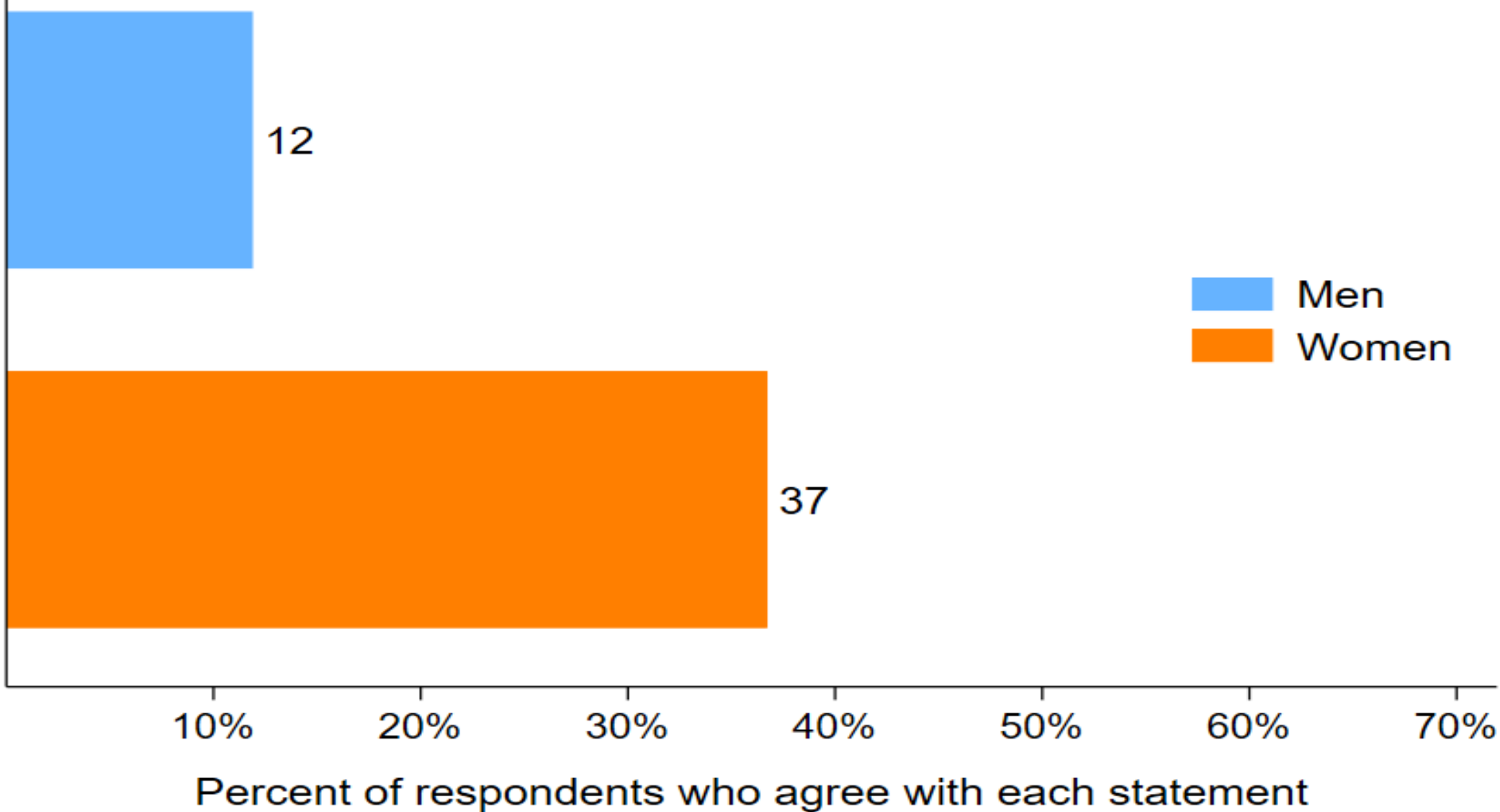
At work, I do not get enough recognition because of my gender.

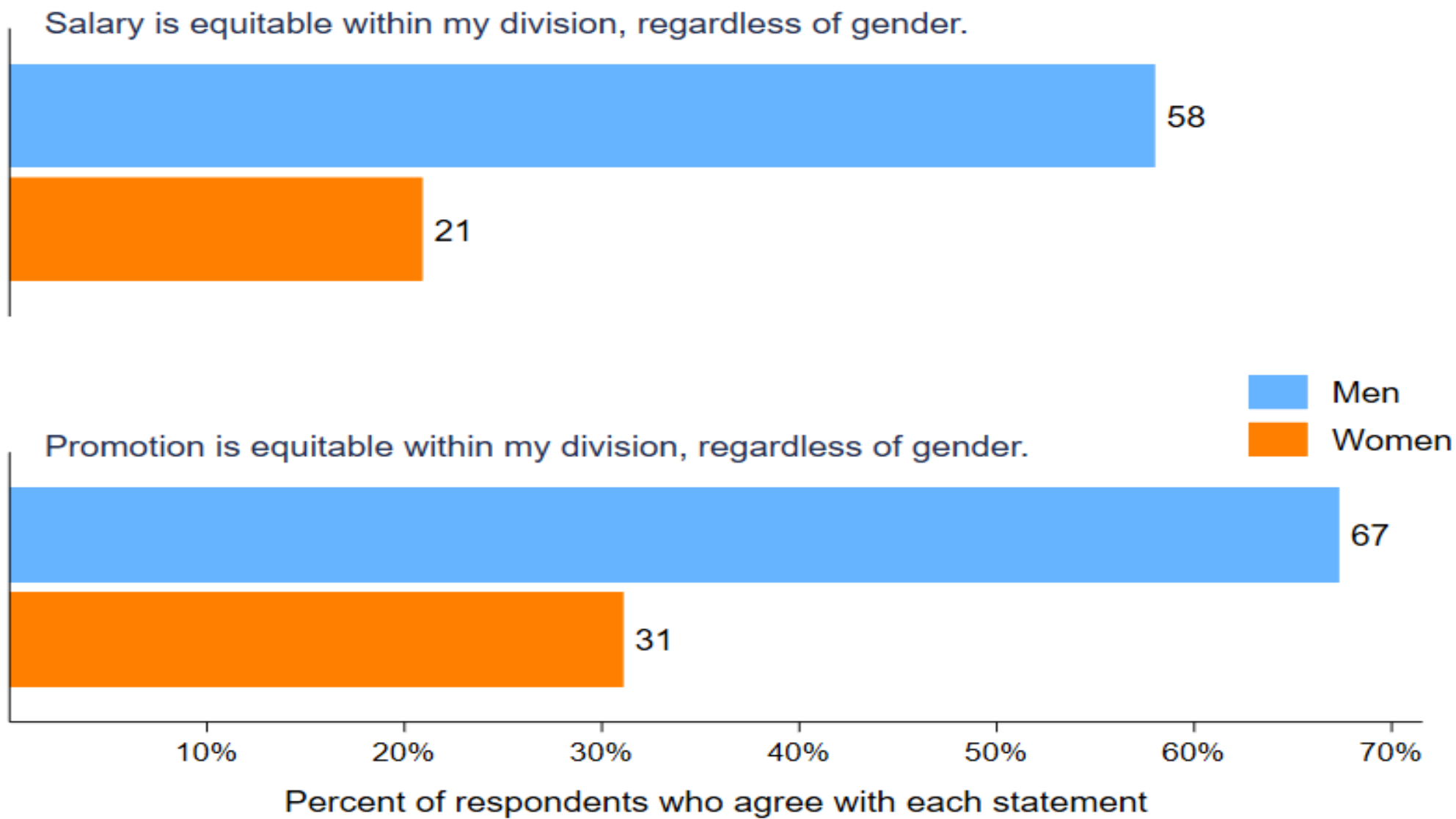


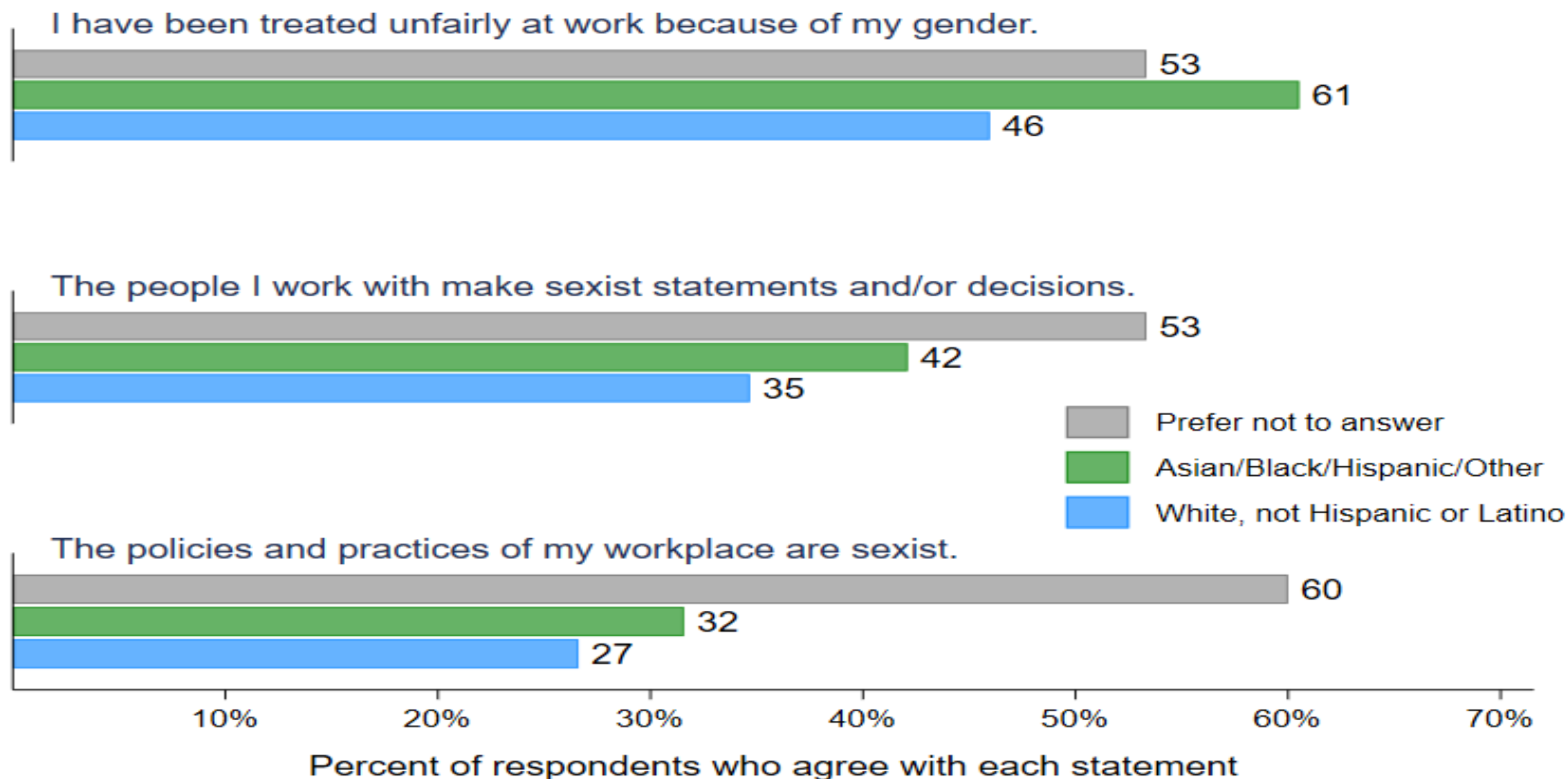
Men  
Women

Percent of respondents who agree with each statement

There are repercussions if I discuss discriminatory behavior based on gender.



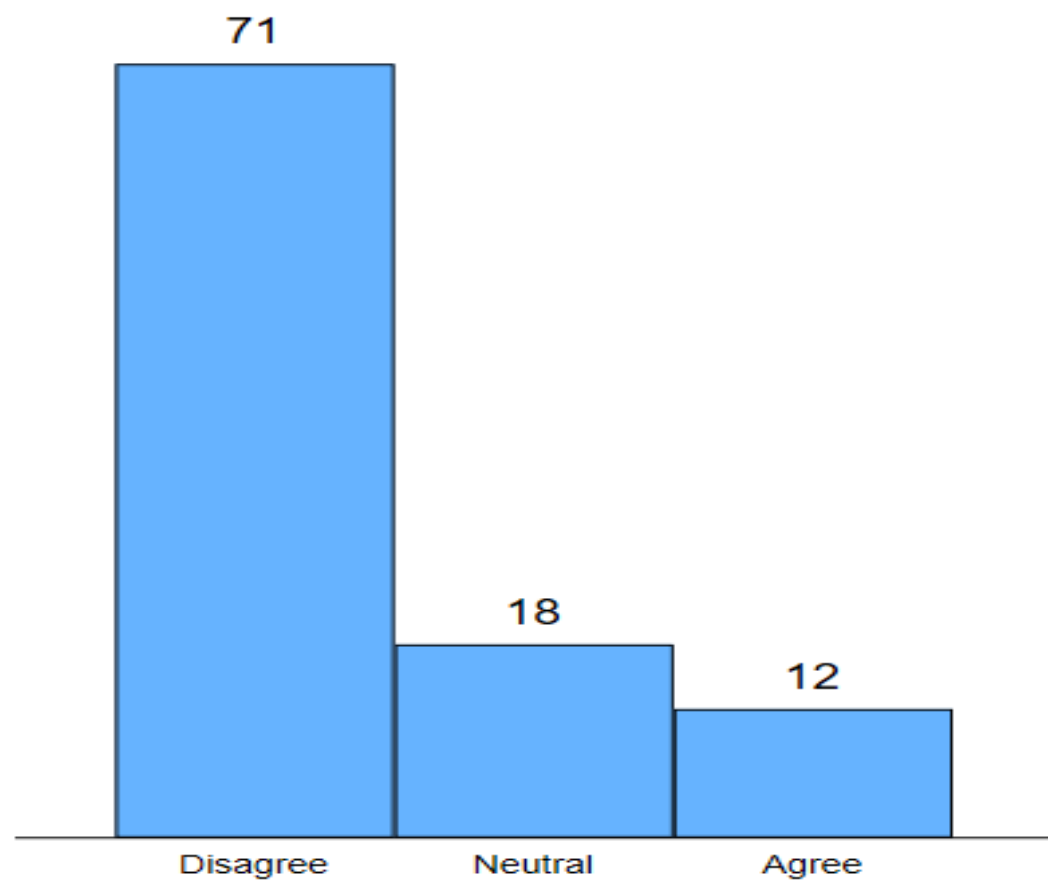




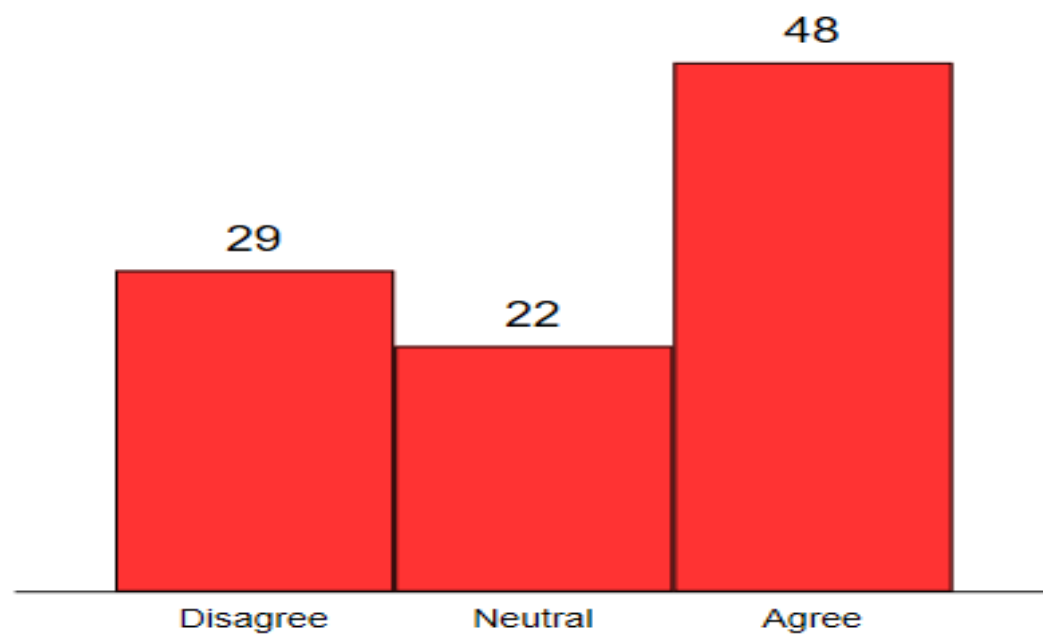


These experiences have negatively impacted my confidence in myself as a professional.

Men (n=34)



Women (n=116)

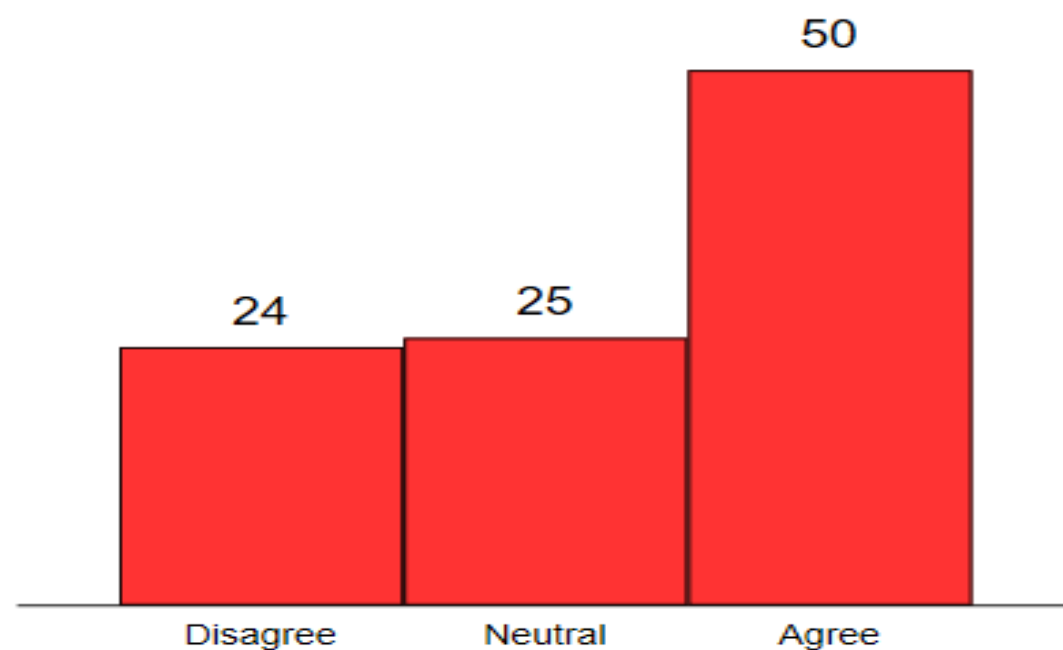
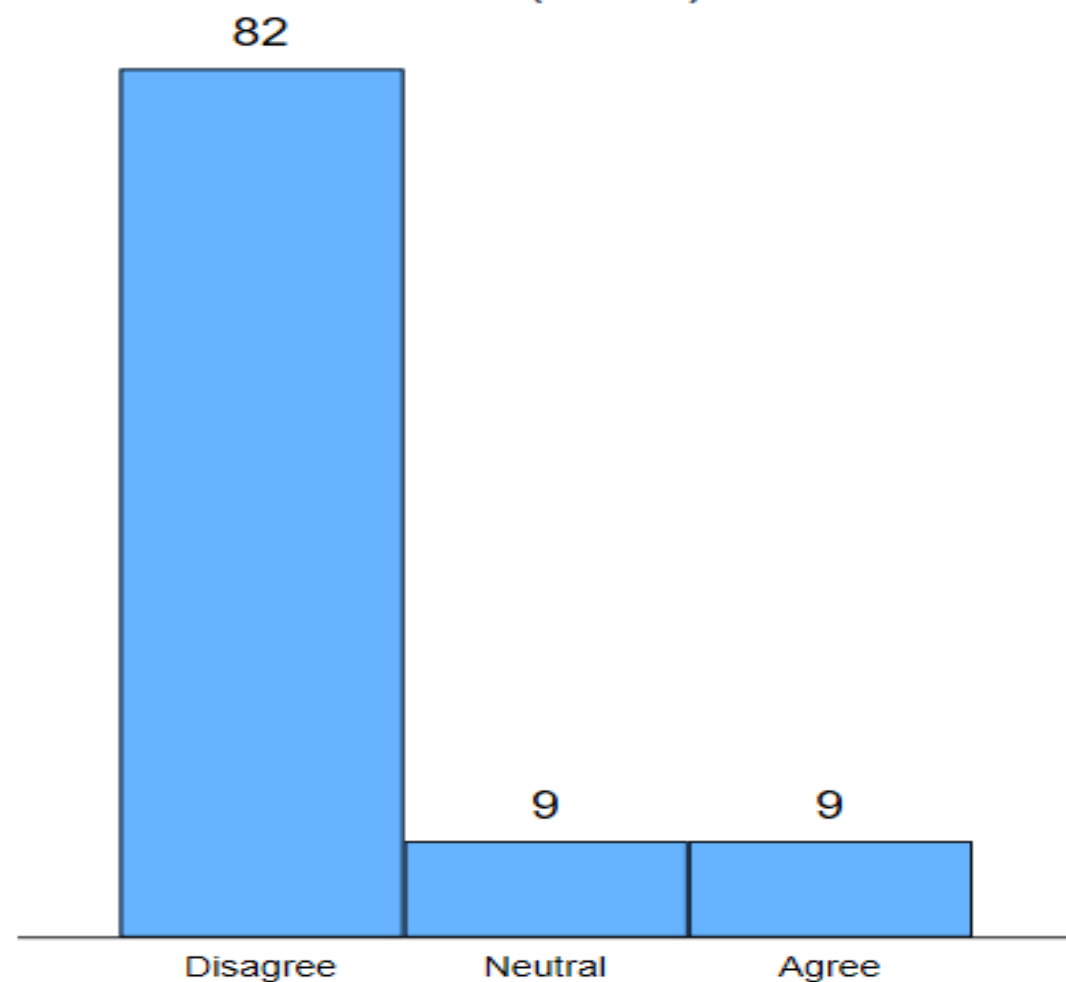


Values shown are percentages.

These experiences have negatively impacted my career advancement.

Men (n=33)

Women (n=115)



Values shown are percentages.

# Striving for Gender Equity for Women in Medicine and Science

- Gender-based microaggressions, gender discrimination, and sexual harassment are impactful to the lives and careers of women at UW School of Medicine
- Gender disparities in the workplace exist among faculty and trainees at UW School of Medicine and Health Sciences, including among pediatric specialties

Consider that our culture of denial, of acting only when it is personally convenient, cannot endure. Recognize that discrimination is ever-present, often insidious, and always harmful. Lean in, get uncomfortable, and support those who speak. Imagine that progress can be healing. Remember that change is difficult, that correcting these issues will take real work.

- Abby Rosenberg, MD

# Breakout Session

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- What resonated the most with you from the talk we just heard?
- What are tactics you have seen that have been successful for interrupting bias in the moment?
- What are you going to do differently based on what you learned today?

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**Stay tuned!**

-- UW SOM Dean's Standing Committee for Women in Medicine and Science  
Questions? Mimi Cabrera [cabreram@uw.edu](mailto:cabreram@uw.edu)