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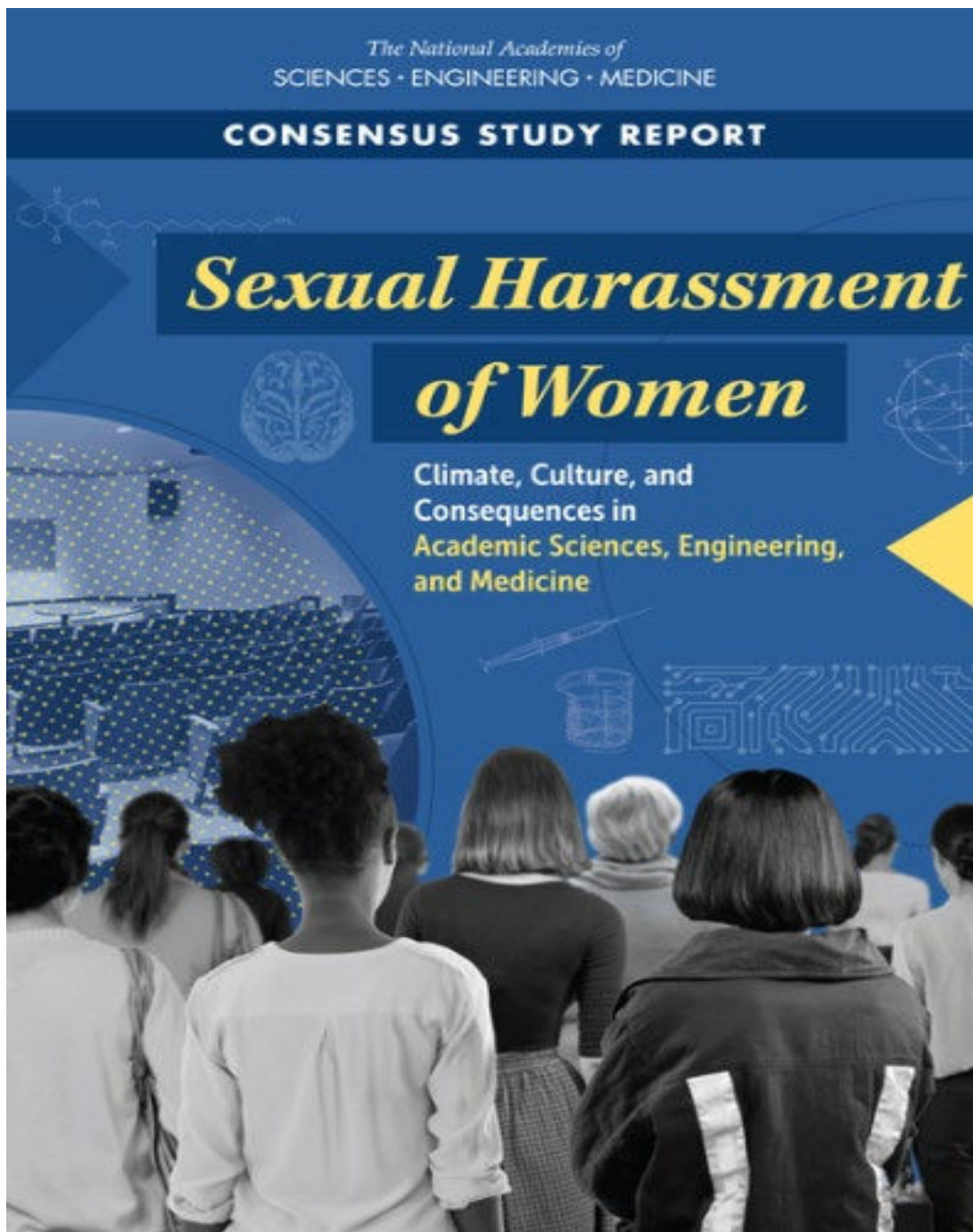
Barriers to Women in Science and Medicine: Who Holds the Power and Why it Matters

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Gender in My Career

- Unaware of gender impact until surgical training (I was the only woman in a surgical internship with 18 men and the only woman ENT resident)
- Overlooked/ignored gendered behavior from faculty and fellow trainees (flirting/harassment/worse): grit/resilience
- Focused on metrics of success (grants and publications)
- Grew accustomed to being the only woman in the room
- Believed that I could pave the way for others by being “excellent”
- Was protected by powerful men (until I wasn’t)
- Realized that if I could be subjected to discrimination/harassment because I was a woman, it could happen to anybody...
- The importance of intersectionality



Women are the "canary" in the "coal mine"

June 2018

My Study: Understanding How Gender Shapes Career Paths in Science and Medicine

- The problem: women scientists/physicians are underrepresented in leadership positions, experience more discrimination and harassment, and are paid less than their male counterparts
- The reality: even with recognition of disparities and institution of measures intended to mitigate them, the data remain stubbornly unchanged
- The objective: to record and synthesize the experiences and perspectives of representative women and men in science and medicine at various career stages with the ultimate goal of accurately describing the current landscape

Peer-Reviewed Articles Published to Date

Original Investigation | Diversity, Equity, and Inclusion

Acad Med. 2021 Sep 7. doi: 10.1097/ACM.00000000000004388.

Women's Experiences of Promotion and Tenure in Academic Medicine and Potential Implications for Gender Disparities in Career Advancement A Qualitative Analysis

Marie Murphy, PhD; Jacquelyn K. Callander, MD; Daniel Dohan, PhD; Jennifer R. Grandis, MD

JAMA Network Open. 2021;4(9):e2125843. doi:10.1001/jamanetworkopen.2021.25843

Mentoring Relationships and Gender Inequities in Academic Medicine: Findings From a Multi-Institutional Qualitative Study

Marie Murphy, Helena Record, Jacquelyn K. Callander, Daniel Dohan, Jennifer R. Grandis

PMID: 34495884 DOI: [10.1097/ACM.00000000000004388](https://doi.org/10.1097/ACM.00000000000004388)



Articles

Networking practices and gender inequities in academic medicine: Women's and men's perspectives

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Key Published Findings

- Mentoring relationships teach men and women about the challenges women face but **only women reported being sexually harassed by mentors**
- Women navigate an inequitable route to promotion while watching men experience few obstacles



- Women are excluded from the “boys’ club” which confers clear benefits to men

Getting Naked at Work (departmental retreats)



One Third of Female Surgeons Sexually Assaulted While Operating!



British Medical Journal, **September 2023**

Why Women Leave?



- They have children and prioritize families (what men told me)
- They do not receive the resources or support needed to sustain their research such as protected time (what women told me)
- Navigating an inequitable environment (and worse) is hard
- There is a price for complaining or reporting bad behavior
- The lack of progress is discouraging

The Price of Reporting Harassment (1991 and 2018)



How/when to speak up when experiencing/witnessing harassment?

Advice to my younger self (and to you)

- Write down your experiences and how they make you feel
- Find communities where you can bring your full self and be accepted (if someone is uncomfortable with you, it is their problem)
- Family and friends are everything
- Your children will love you for who you are and forgive your missteps
- Take the bad stuff seriously, but not personally
- Push back against harassment (when you feel safe): bystanders vs upstanders **ANYONE CAN DO THIS!**

Solutions (we can do this!)

- Continuously collect data to determine the extent of inequities.
- Put measures/policies in place to reduce inequities (iterative).
- Presume bias and introduce systems to mitigate.
- Don't underestimate the power of humble inquiry: ask people about their experiences and listen to learn; share your experiences with others.
- We need a language and a culture free from retaliation to talk about what we experience: **we need to get comfortable feeling uncomfortable!**



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An example of a successful institutional solution:

www.nature.com/scientificreports

scientific reports

 Check for updates

OPEN Examining how a documentary film can serve as an intervention to shift attitudes and behaviours around sexism in STEM

Evava S. Pietri¹ , Arispa Weigold², Lisa M. P. Munoz³ & Corinne A. Moss-Racusin⁴

September 2024

The New York Times

WORK FRIEND

How Can I Get My Boss to Notice Me?

When there are men in the room, a female colleague is made to feel invisible.



October 13, 2024

Uniting people
for gender equity in
medicine & science.



Jennifer Grandis, MD



Let's Connect



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