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GEISEL

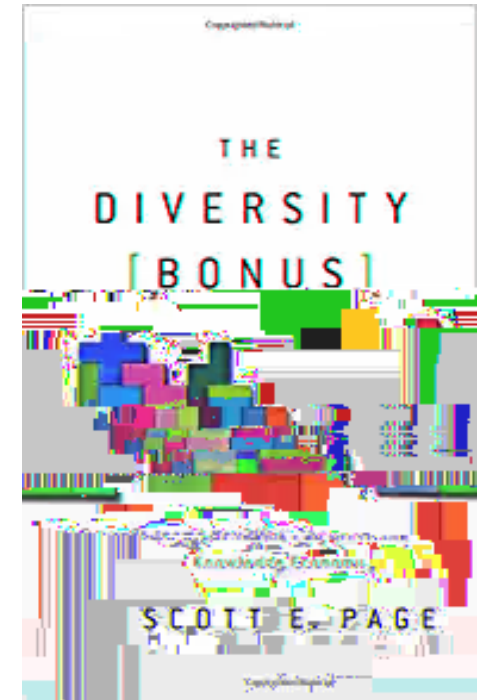
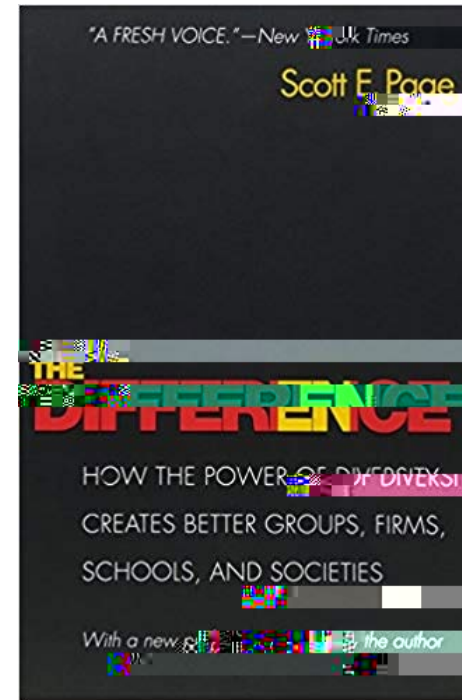
SCHOOL OF MEDICINE

My perspective

- Starts and ends with leadership
- Why issues of diversity and inclusion and equity are important
 - Business case
 - It's the right thing to do
- Current state and our need to be intentional

ROI on diversity

- There is a business case for diversity
 - Innovation
 - Creativity
 - Complex problem solving
 - Forecasting power
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- Parallels our investment in wellness



Why it matters

- Subtleties may be worse than blatant behavior or bias
 - Tends to be tolerated, harder to police
 - Leads to isolation, hopelessness, burnout
 - Creates negative energy expenditure. Less productive, less effective workforce
- Ingroup bias works both ways

Diversity

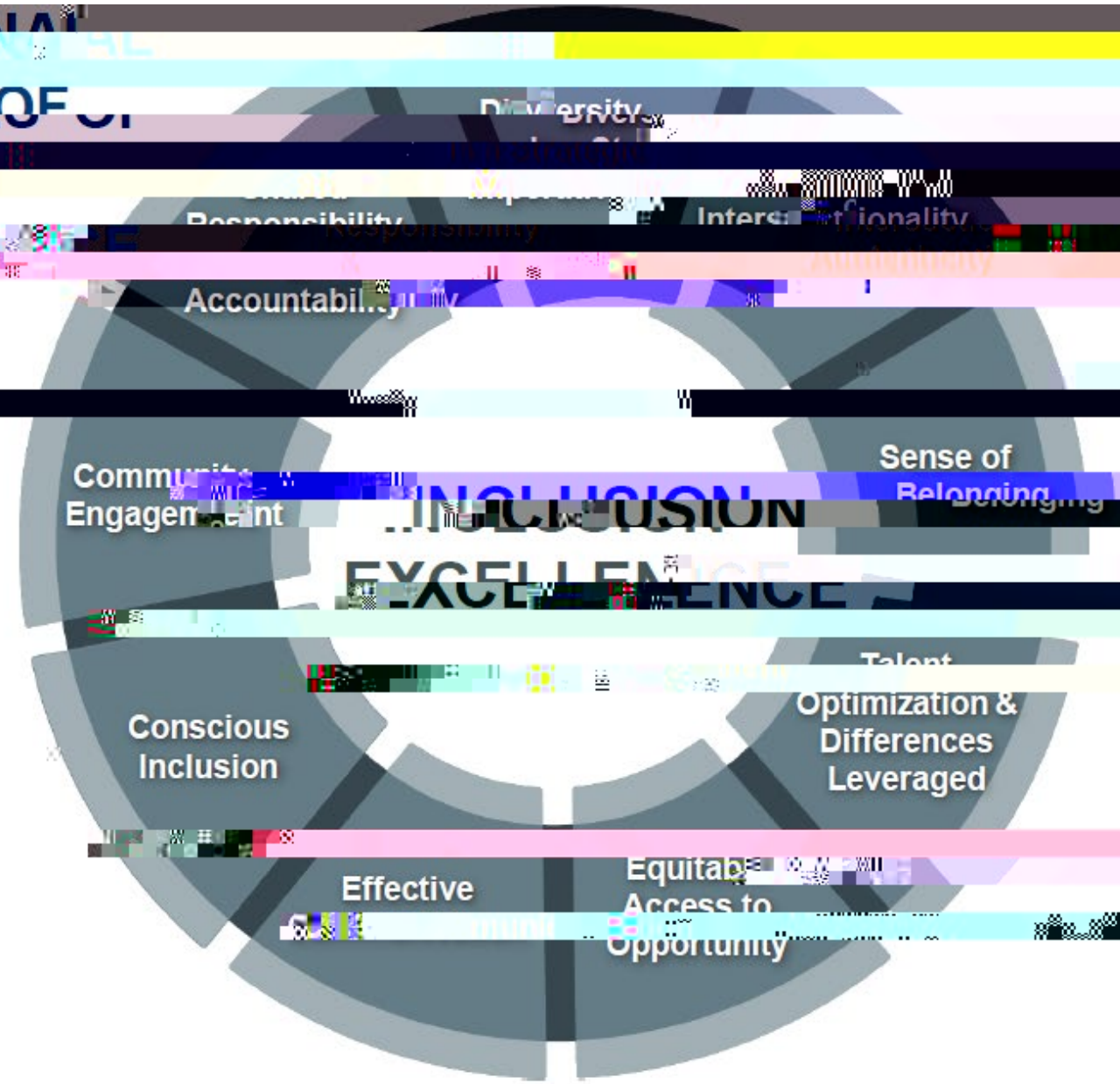
- “Representative” diversity
- Tokenism: the practice of doing something to give the appearance of diversity
- No one really wants to be the lone representative for their entire group

- “Functional” diversity
- Different voices, experiences and perspectives affect service prioritization and function
- Lack of diversity may suggest a lack of commitment to all populations

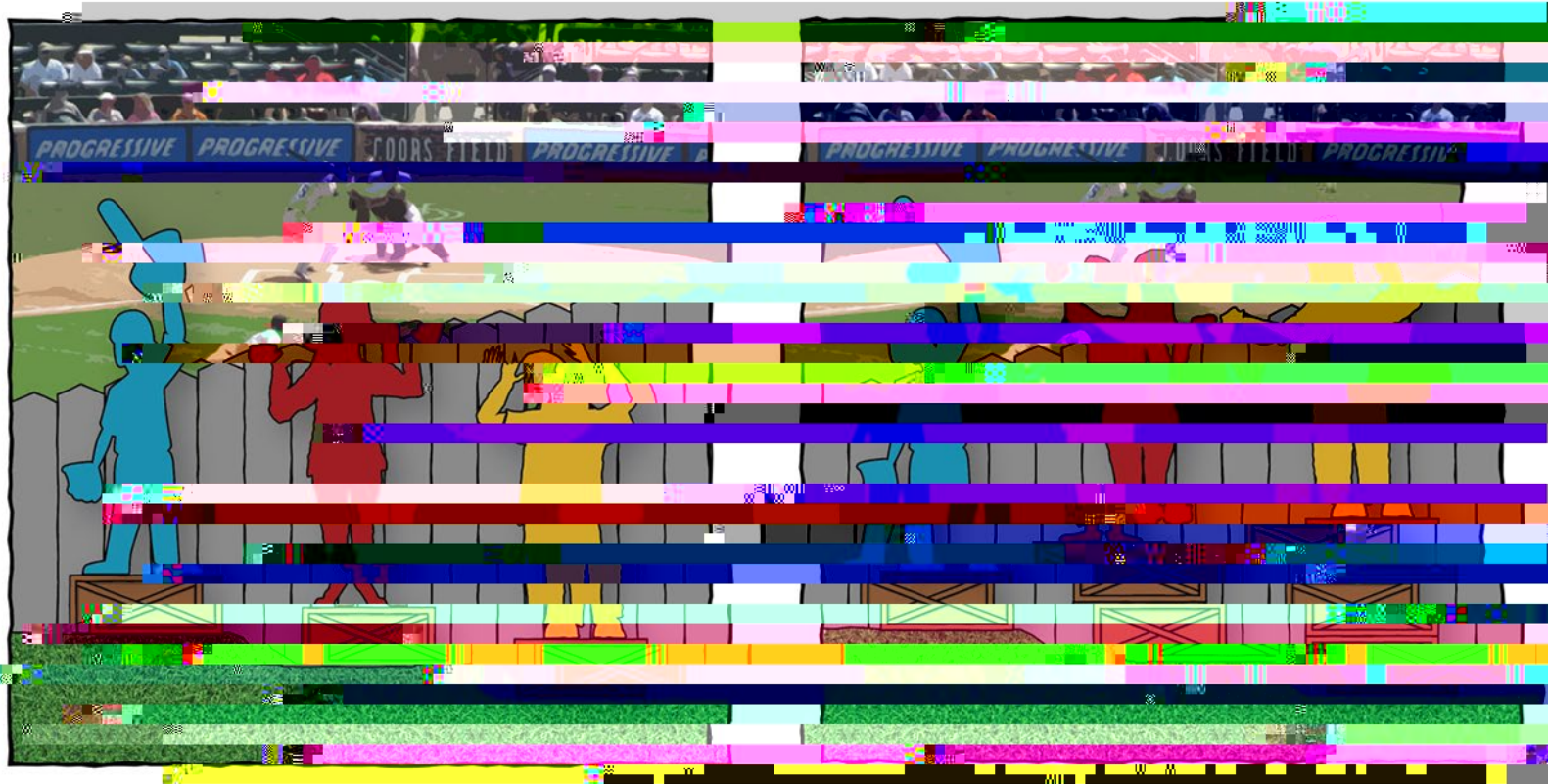
Inclusion

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FOUNDATIONAL PRINCIPLES OF INCLUSION EXCELLENCE



Equity-



EQUALITY

EQUITY



The role of leaders is the role of privilege.

- Awareness
- “Allyship”
- Intentionality

#MeToo

TIME'S UP movement



MEDICINE AND SOCIETY

Debra Volina, PhD, Editor

Men's Fear of Mentoring in the #MeToo Era

What's at Stake for Academic Medicine

Dr. Phil ... were feeling ...

MEDICINE AND SOCIETY

Dr. [Name] - Editor

Men's Fear of Mentoring in the #MeToo Era

What's at Stake for Academic Medicine

What's at stake?

- Fear reaction needs to be carefully examined in the changing gender landscape of medicine
- Fear of change
 - Are men now at risk? Are interactions with women a hazard?
 - Does privilege protect or make the threat more real?
- “Culture of fear” can lead to perpetuation of misogynistic views, normalization of gender inequity
 - Cannot accept the fear
 - This is a real threat to progress toward gender equity