IM with Her: Fostering Career Advancement of Female Internal Medicine Residents

Studies suggest that gender-specific professional networking groups increase the likelihood of women attaining leadership positions.

IM with Her is a multidisciplinary group with the goal of fostering mentorship, sponsorship, allyship, and scholarship for women in Internal Medicine.

Initiatives:

- Monthly one-hour conferences called “Monday Mentors” that pair a resident with a faculty member to host a group discussion
- Evening session for education on salary and contract negotiation
- Examination of and advocacy for institutional policies (i.e., lactation room availability, sexual harassment reporting)
- Scholarly projects including investigation of gender in residency awards and evaluations


- Of the awards received by women, more than half are in the 10 (of 51) annual awards where they are represented above their proportion in the study population.
- Of these female-skewed awards, 6 of 10 mention “ambulatory,” “community,” “compassion,” and “humanism.”
- There is only 1 mention of “compassion” in the 41 male-skewed awards and no mention of the other words.