

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

Examination of and advocacy for institutional policies (ie lactation room availability, sexual harassment reporting)

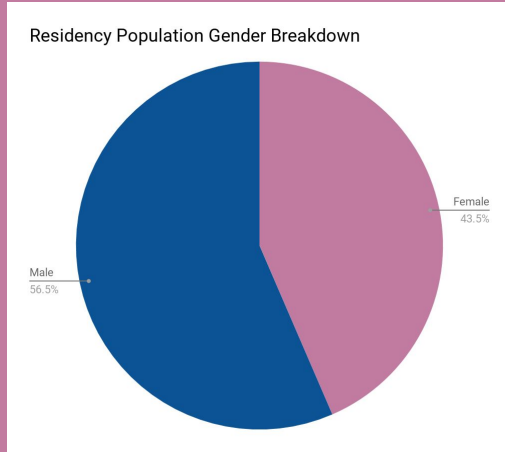
Evening session for education on salary and contract negotiation

Scholarly projects including investigation of gender in residency awards and evaluations

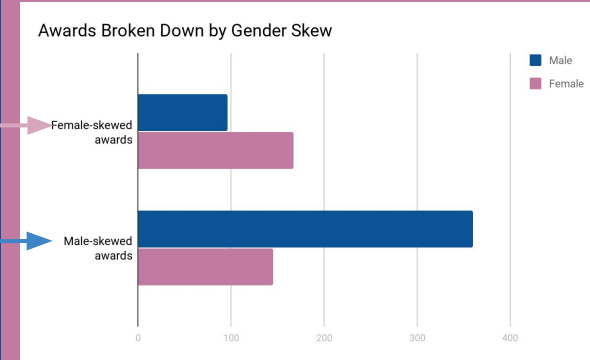
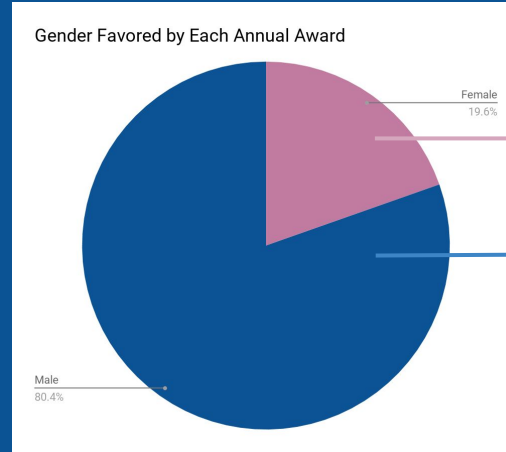
S Bharel, M Hannon, K Duffey, R Redfield, A Greidinger, R Onyeali, D Cheney-Peters, E Stewart, G Diemer.
SGHE Health Education Summit. September, 2020.

Investigating Gender Disparities in Internal Medicine Residency Awards

8 residency programs over 10 years



51 resident awards



- 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.

M Hannon, K Duffey, S Bharel, R Redfield, A Greidinger, E Stewart, G Diemer. *SGHE Health Education Summit*. September, 2020.