

HEERSINK SCHOOL OF MEDICINE OFFICE FOR DIVERSITY AND INCLUSION

Engaging Women in Academic Medicine

A Study to Identify and Close Gender Gaps in Perceived Inclusion

Authors: Mona N. Fouad, Evelyn Jones, Anupam Agarwal, Craig J. Hoesley, Sharina D. Person, Barbara Hansen, William A. Anderson, Leisha Hultgren, and Selwyn M. Vickers

Direct Correspondence to Leisha Hultgren lhultgre@uab.edu

Table of Contents

- 01** — Cluster & Factor Components
- 02** — Sample Characteristics
- 04** — 2015-2018 Comparison
- 05** — Item Favorability

Table 1 - Description of DES Cluster and Factor Components

Cluster	Factor	Focus
Vision/Purpose		
Common Purpose	Individual experiences a connection to the mission, vision, and values of the organization	
Access to Opportunity	Individual is able to find and utilize support for their professional development and advancement	
Equitable Reward and Recognition	Individual perceives the organization as having equitable compensation practices and non-financial incentives	
Cultural Competence	Individual believes the institution has the capacity to make creative use of its diverse workforce in a way that meets business goals and enhances performance	
Camaraderie		
Trust	Individual has confidence that the policies, practices and procedures of the organization will allow them to bring their best and full self to work	
Sense of Belonging	Individual experiences their social group identity being connected and accepted in the organization	
Appreciation		
Appreciation of Individual Attributes	Individual is valued and can successfully navigate the organizational structure in their expressed group identity	
Respect	Individual experiences a culture of civility and positive regard for diverse perspectives and ways of knowing	

Abbreviation: DES = Diversity Engagement Survey

Table 2 - Heersink School of Medicine DES Sample Characteristics

	2015		2018	
	N	%	N	%
Total N	1008		1230	
Position				
Executive Leadership/ Senior Administration	41	4	98	8
Faculty	544	54	652	53
Student	275	27	240	20
Resident/Fellow	149	15	198	16
Post Doc	3	0	15	2

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Table 2 - Heersink School of Medicine DES Sample Characteristics continued...

	2015		2018	
	N	%	N	%
Race/Ethnicity				
White	718	71	751	61
Black/African American	81	8	107	9
Latinx	26	3	44	4
Asian	110	11	179	15
Other	39	4	65	5
Gender				
Male	543	54	599	49
Female	440	44	564	46

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Table 3 - Comparison of 2015-2018 Engagement Cluster and Inclusion Factor Scores

Cluster/Factor	Range	2015		2018		p-value
		N	Mean (SD)	N	Mean (SD)	
Vision/Purpose	10-50	994	39.56 (7.2)	1215	40.5 (7.0)	0.002
Common Purpose	2-10	1001	8.18 (1.5)	1221	8.41 (1.4)	<0.001
Access to Opportunity	2-10	1002	8.2 (1.7)	1226	8.38 (1.7)	0.012
Equitable Reward	2-10	1001	7.35 (2.1)	1224	7.58 (2.0)	0.008
Cultural Competence	4-20	1005	15.78 (3.1)	1228	16.14 (2.9)	0.005
Camaraderie	6-30	1005	23.54 (4.7)	1227	24.02 (4.5)	0.014
Trust	3-15	1005	11.67 (2.7)	1228	11.85 (2.7)	0.116
Sense of Belonging	3-15	1006	11.87 (2.4)	1227	12.18 (2.3)	0.002
Appreciation	6-30	1004	24.00 (4.7)	1228	24.63 (4.5)	0.001
Appreciation of Individual Attributes	3-15	1006	11.74 (2.6)	1228	12.15 (2.4)	<0.001
Respect	3-15	1005	12.25 (2.3)	1228	12.48 (2.2)	0.018

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Table 4 - Item Favorability Percentages Among Faculty Respondents

	2015		2018	
	Male	Female	Male	Female
Common Purpose				
"I feel that my work or studies contributes to the mission of the institution"	96	96	97	96
"I feel connected to the vision, mission, and values of this institution."	76	64	87	77
Access to Opportunity				
"This last year, I have had opportunities at work/school to develop professionally."	81	79	82	85
"There is someone at work/school who encourages my development."	77	75	81	79
Equitable Reward and Recognition				
"I receive recognition and praise for my good work similarly to others who do good work at this institution."	74	56	79	65
"I am confident that my accomplishments are compensated similarly to others who have achieved their goals."	61	38	70	49

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Table 4 - Item Favorability Percentages Among Faculty Respondents continued...

	2015		2018	
	Male	Female	Male	Female
Cultural Competence				
"I have opportunities to work successfully in settings with diverse colleagues."	88	83	92	87
'I believe my institution manages diversity effectively.'	76	53	80	66
"I receive support for working with diverse groups and working in cross-cultural situations."	71	58	79	69
"There are opportunities for me to engage in service and community outreach."	83	84	87	87
Trust				
"I trust my institution to be fair to all employees and students."	84	64	85	76
"If I raised a concern about discrimination, I am confident my institution would do what is right."	77	55	82	64
"I believe that, in my institution, harassment is not tolerated."	85	70	86	72

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Table 4 - Item Favorability Percentages Among Faculty Respondents continued...

	2015		2018	
	Male	Female	Male	Female
Sense of Belonging				
"At work/school, my opinions matter."	75	60	79	69
"I feel that I am integral part of my department or school."	83	67	85	78
"I consider at least one of my coworkers or fellow students to be a trusted friend."	92	88	92	88
Appreciation of Individual Attributes				
"I am valued as an individual by my institution."	77	60	81	72
"Someone at work/school seems to care about me as an individual."	85	79	85	86
"The culture of my institution is accepting of people with different ideas."	80	66	85	74

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Table 4 - Item Favorability Percentages Among Faculty Respondents continued...

	2015		2018	
	Male	Female	Male	Female
Respect				
"I experience respect among individuals and groups with various cultural differences."	90	83	91	86
"The leadership of my institution is committed to treating people respectfully."	87	77	90	85
"I believe that my institution reflects a culture of civility."	85	77	92	82

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