**Gender Equity Self-Assessment for IM Programs**

Below is a list of questions to guide programs toward recognizing gaps in gender equity. We recognize this evolving nature of assessment and this is therefore no means an exhaustive list. We also recognize that this assessment is limited to gender binary terminology, and encourage programs to seek additional non-binary and inclusive categories when conducting assessments.

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| **Topic** | **Question** | **Comments** |
| Mission of Program | Does your program mention diversity/equity/inclusion in your mission statement or on your website? |  |
| Gender-Based Discrimination and Sexual Harassment | Does your program have a clear, formal process in place for residents to report gender-based harassment or sexual harassment? |  |
|  | Does your program have a *variety* of reporting options (informal and formal) available to those impacted by sexual harassment and gender-based harassment? |  |
| What percentage of your residents are aware of *how* to report gender-based harassment or sexual harassment? |  |
| Does your program offer formal bystander/upstander training for residents? |  |
| Are your APD’s aware of how to proceed if a resident informs them of gender-based or sexual harassment? |  |
| Family Friendly Policies and Support | Does your program have a clear and accessible maternity leave policy for residents? |  |
|  | Does your program have a clear and accessible parental leave policy applicable for *non-birth* parents with a new child? |  |
| Does your program have a clear parental leave policy accessible to *applicants*? |  |
| Does your program have written information for residents that addresses pre and post-parental leave accommodations for the birth parent (schedule adjustment, support for breastfeeding)? |  |
| Is parental leave paid or unpaid? |  |
| If paid, what is the amount of leave that is paid? |  |
| Does your program require residents to use sick days and/or vacation time toward compensation for their parental leave? |  |
| Does the hospital have designated lactation stations accessible to residents? |  |
| Do the lactation stations available to residents offer a hospital-grade pump? |  |
| Do the lactation stations available to residents offer workspace amenities? |  |
| Do residents have access to refrigeration storage for milk? |  |
| Do residents have medical coverage for fertility treatments? |  |
| Does the hospital have long-term childcare options available for residents? |  |
| Does your hospital have backup childcare options available for residents? |  |
| Does the hospital offer any elder care benefits to residents? |  |
| Faculty | Does your hospital mandate faculty development training in implicit bias? |  |
|  | What is the percentage of female core faculty at your program? |  |
| What is the percentage of female faculty members on your CCC? |  |
| What percentage of your program leadership is female? (PD and APD’s)? |  |
| Over the last six months, what percentage of faculty speakers were women for the following sessions:1. Grand Rounds?

 B. Noon conference? |  |
| What is the percentage of female leadership within your Division/ Department (Division Chiefs and Chairs?) |  |
| Scholarship | What percentage of female PGY2 and PGY3’s report having a mentor in their field of interest? |  |
|  | What percentage of male PGY2 and PGY3’s report having a mentor in their field of interest? |  |
| Is there a gender disparity in daily conference participationby attendees? |  |
| Among all of your residents who presented at regional or national conferences last year, what percent were female? |  |
| Among residents who published during the last academic year, what percent were male vs. female? |  |
| Visibility | During the past academic year, what was the percent of female residents represented on your housestaff council? |  |
|  | During the past academic year, what was the percentage of female residents selected for End of Year awards? |  |
| During the past academic year, what was the percent female/male nominated by your program for Institution-wide resident awards? |  |
|  | During the past academic year, what is the percentage of female/male residents selected by program for medical Jeopardy competitions? |  |
| During the past academic year, what was the percentage of female/ male Chief Residents? |  |
| During the past academic year, what was the percentage of female/male residents nominated by your program for extramural scholarships/ or specialized training? |  |
| Recruitment | What is the current percentage of female residents in your program? |  |
|  | What is the percentage of female faculty on your recruitment committee? |  |
| What percent of female/male *residents* are featured in your program’s promotional materials:Program website:Print materials for applicants: |  |
| What percent of female/male *faculty* are featured in your program’s promotional materials:Program website:Print materials for applicants: |  |
| During the last recruitment season, what percent of presenters on recruitment day were female? |  |
| Does your program make efforts to ensure female faculty visibility on recruitment day? |  |
| Well-being | Over the last academic year, was there a gender disparity in the reported overall well-being of your residents? |  |
|  | What percent of males/females in your program have questioned their decision to pursue medicine during residency? |  |
| Are you aware of a gender disparity between residents in terms of perceived sense of support from the program? |  |