

## **ABSTRACT: 2018 ELAM Institutional Action Project**

**Project Title:** Changing the Culture of Gender Equity at the University of Colorado Department of Medicine and Anschutz Medical Campus

**Name and Institution:** Margaret E. Wierman, University of Colorado Anschutz Medical Campus

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**Topic Category:** Faculty Development

### **Background, Significance of project:**

**Phase 1:** A climate survey by the Dean of the School of Medicine (SOM) in early 2017 reported that women in Department of Medicine (DOM) perceived the climate did not support gender equity. Our chair, David Schwartz, advocated for a Strategic Initiative on Gender Equity. Together with the University of Colorado Denver Evaluation Core, we designed a randomized study using World Café Focus Groups to prioritize initiatives to advance gender equity based upon a review of the literature best practices. Faculty enrollment was balanced across gender, rank and research or clinical focus and included over 165 of 950 faculty. Ten World Café focus group sessions were conducted, each lasting 3 hours. The Gender Equity Focus Group Report included the results and recommendations from these sessions and was presented to faculty in May 2017.

### **Purpose/Objectives:**

**Phase 2:** In response to the Focus Group Report, the Program to Advance Gender Equity (PAGE) was created. PAGE consists of an oversight committee and two task forces: the Compensation Equity Task Force and the Gender Equity Implementation Task Force. These groups work together to advise and implement strategic initiatives to improve gender equity. Over 50 faculty including 30% men across four institutions have volunteered to work within PAGE.

### **Methods/Approach/Evaluation strategy**

1. Identify the best practices to improve gender equity to take forward as proposals to the School of Medicine.
2. Engage stakeholders, utilize change management strategies, organizational and political savvy to build collaborative relationships to change the culture as it pertains to gender equity.

### **Outcomes/Results:**

- 1) PAGE website launched to support initiative awareness and progress updates.
- 2) Improved salary transparency and awareness of salary setting policies with website posting of base salary AAMC and other benchmarking processes. Posted all DOM division incentive plans for review. Importantly, a commitment was made for division heads to annually review individual faculty salary in relation to peers at the same rank and years in service.
- 3) Implemented the first paid parental leave policy for the DOM in collaboration with Vice Chair of Diversity and Justice. Plan consists of 2 weeks paid leave before use of vacation and sick leave (paid by DOM and divisions).
- 3) Implemented standards regarding standing and search committee composition (at least 30% women and/or under-represented minorities) and unconscious bias training to ensure adequate gender representation and increase bias awareness.
- 4) Promoted training in unconscious bias for leadership and targeted faculty, with the goal of training all faculty. To date, over 90 faculty have received training.
- 5) Plan to present the process and achievements of PAGE to other Department heads to expand the approach across the SOM and the campus.

**Discussion/Conclusion with Statement of Impact/Potential Impact:** With support from leadership, external review of research and a grass roots excitement about advancing gender equity, we are making progress in the DOM. We plan to expand efforts and insights in effective practices to the entire SOM and campus and share these insights across other institutions as well.