Promising Practices to Address Gender and Sexual Harassment:
Developing an Institutional Needs Assessment
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Background
- Women medical students are 220 times more likely than non-STEM students to experience sexual harassment
- 94% of university faculty and staff who experience Sexual and Gender Harassment (SGH) did not report their experience
- Black women, Asian-American women, and Latinx women report even less frequently than white women
- The systemic impact of harassment creates a hostile institutional culture and results in many leaving academic medicine, inequitable allocations of resources for promotion to leadership roles, and increasing burnout rates

Specific Aims
- Identify best practices from academic medical and healthcare institutions for addressing SGH
- Develop an institutional needs assessment survey inclusive of diverse stakeholder groups

Methods
- Collaborate with the Association of American Medical Colleges (AAMC) Group on Women in Medicine and Science (GWIMS) to identify institutions with promising practices for addressing SGH utilizing survey sent to member institutions
- Develop a follow-up survey for dissemination to academic medical institutions identified via the initial GWIMS survey
- Identify stakeholders and resources for developing a unique, institutional needs assessment for the University of North Carolina School of Medicine (UNC SOM)
- Solicit support from institutional leadership for implementation and dissemination of needs assessment

Results
- AAMC Benchmark Survey
  - Fall 2019
- Gender Harassment Among U.S. Medical School Faculty
- Survey sent to faculty and found that
  - 25% of men and
  - 14% of women experienced gender harassment in their careers

Next Steps
- Fall 2021: Implementation and rollout of institutional needs assessment utilizing questions from AAMC Standpoint Survey
- Summer 2022: Develop toolkit for dissemination of resources, faculty and leadership development

Collaborators
1. AAMC - Gender Equity Lab
2. AAMC - Group on Women in Medicine & Science
3. UNC SOM – Office of Faculty Affairs and Leadership Development

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