



Faculty Leadership Development Program on Sexual and Gender Identity

Stephanie Terezakis MD, Professor and Chair, Department of Radiation Oncology

Mentors: Ana Nunez MD, FACP Vice Dean for Diversity, Equity, and Inclusion; Amanda Termuhlen MD, Associate Dean for Faculty Affairs
University of Minnesota



The Problem

- The LGBTQ community faces many forms of discrimination: labeling, bullying, denial of opportunity, and verbal/mental/physical abuse
- Medical student survey, of 920 LGBTQ students, 44% feared discrimination and 30% concealed their identity (2015)
- LGB med students have higher levels of burnout, depression and anxiety due to mistreatment and 69% have heard derogatory comments in the workplace
- University of Minnesota (UMN) Diversity and Climate Expert Panel (DCEP) survey identified that while cultural changes have been noticeably occurring at the student level, change must be implemented at the leadership level
- UMN had no resources or training directed towards mid-level to senior faculty addressing cultural climate

Approach

- Completed interviews with UMN Leadership, Medical School Leadership, DEI Committee Lead, GME, Institute for Sexual and Gender Identity (n=26)
- Reviewed needs assessment survey results from UMN DCEP
- Interviewed SGM faculty at peer institutions (n=10)
- Held stakeholder group discussions
- Worked with Director of Center for Queer and Trans Life at the UMN who develops educational curricula
- Reviewed extensively online resources (including toolkits from the AAMC, ACGME, Fenway Health)
- Identified a gap in resources specifically geared towards faculty culture

Current Efforts

- Content for educational program in development to address mentoring, recruitment, and faculty culture specifically geared towards mid-level and senior faculty including leadership
- Developing education curriculum in collaboration with Dr. Kristen Mark (Professor of Sexual Health Education)
- Establish focus groups of medical students, residents, and junior faculty to inform content
- Develop and establish quantitative metrics to assess the efficacy of the program at timepoints pre- and post-educational experience (including knowledge base and attitudes)

Project Objectives

- Develop an educational program for mid-level and senior faculty focused on sexual and gender identity
- Improve upon the safety of our culture for sexual and gender minorities (SGM), expand our reach in mentoring and recruitment of diverse faculty and trainees and improve wellbeing of faculty, trainees, and staff
- Synergize and amplify work in the Office of Diversity, Equity and Inclusion (Medical School) and the Wellbeing Alliance (a health system initiative) to fill gaps by building a SGM task force to evaluate structural policy
- National faculty educational program disseminated to academic medical centers and national organizations (e.g. AMWA)

Figure 1. Kirkpatrick Model



Next Steps

- Diversity Engagement Survey released by Med School in Fall 2021 will inform our assessments
- Educational Program piloted with Dept Diversity Officers, Vice Chairs of Diversity, Equity, and Inclusion, and Faculty Affairs, and Mentoring leads (Fall 2021)
- Inaugural final program to be presented at the Dean's Department Head Council (Early 2022)
- Goal to create a sustainable program through faculty onboarding and train the trainers program for dissemination to medical school departments
- National dissemination through AMWA LGBTQ+ Wellbeing Committee