

# Equity, Diversity, and Inclusion in the College of Medicine

## SUMMARY OF SURVEY FINDINGS

Overall Goal: to gain a greater understanding of the environment in which members of the College of Medicine (CoM) work and learn

- Survey collection May 4 - July 2, 2021
- 514 total respondents of ~4000 CoM members
- Req min 5 responses/demographic group
- 1 College-Level Report + 14 Dept-Level Reports

### INTERPRET WITH CAUTION:

Access the full report on the CoM EDI webpage for details on statistical analysis, limitations due to group sizes, and further contextual details

### WHAT WAS MEASURED:

1. Safe Environment
2. Perceptions of Fairness (via opportunities, pay, evaluation)
3. Feelings of Inclusion (via formal & informal networks, decision-making)
4. Perception of Success as Authentic Self
5. Overall Sense of Belonging
6. Narrative responses re: policies, procedures, practices

### OVERALL FINDINGS:

- Relatively safe environment
- Perceived Fairness
- Moderate inclusion
- Moderate sense of belonging

### DEMOGRAPHIC COMPARISONS FOUND:

- The following members tended to rate the majority of measures lower than their counterparts:
  - Indigenous
  - Racialized
  - Immigrant
  - those with a Disability
- Undergraduate students had lower ratings for Safe Environment Index and Inclusion in Decision-Making
- Senior Leaders in the CoM had the highest rankings for the majority of measures

### 2-FACTOR DISAGGREGATED COMPARISONS FOUND:

- The following members tended to rate the majority of measures lower than their counterparts:
  - The following with a Disability: Women, men, UG students, and residents
  - Racialized women, men, and faculty
  - Indigenous men
  - Immigrant women

### NARRATIVE THEMES:

1. Improved policies and processes, and application of existing ones
2. Improved workplace culture
3. Improved communication and transparency around decision-making
4. Greater representation and support of diverse needs
5. Need for education and supports
6. Improved reporting systems and complaint response
7. Addressing racism, intimidation, harassment, misogyny, and gender-based inequity
8. Leadership searches and training

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