

Confronting Bias and Harassment in ObGyn

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SASGOG Annual Meeting
May 2, 2019

Disclosures

- None.
- I am a woman in academic medicine.

Outline

- The Problem
- Some solutions
- Group activity



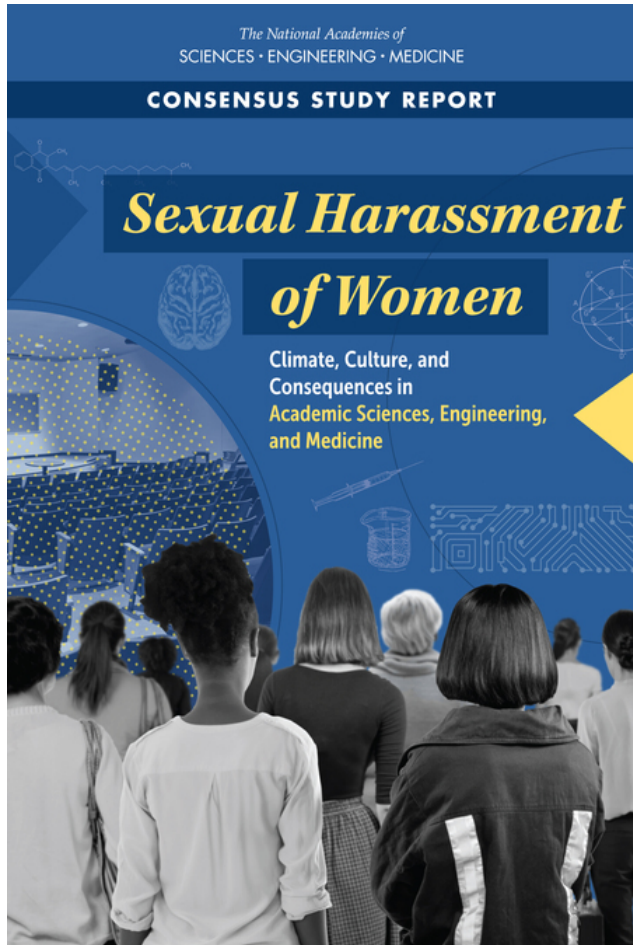
So what *is* sexual harassment?



So what *is* sexual harassment?



So what *is* sexual harassment?



1. Sexual coercion

- When favorable educational or professional treatment is conditioned on sexual activity

2. Unwanted sexual attention

- Verbal or physical unwanted sexual advances

3. Gender harassment

- Verbal and nonverbal behaviors that convey hostility, objectification, exclusion, or 2nd class status

SEXUAL COERCION

promising professional rewards in return for sexual favors

threatening professional consequences unless sexual demands are met

UNWANTED SEXUAL ATTENTION

rape

sexual assault

unwanted groping or stroking

PUBLIC CONSCIOUSNESS

GENDER HARASSMENT

relentless pressure for sex

unwanted sexual discussions

nude images posted at work

relentless pressure for dates

sexually humiliating acts

offensive sexual teasing

sexual insults
e.g. "for a good time call...",
calling someone a whore

sexist insults
e.g. women don't belong
in science

offensive remarks about bodies

obscene gestures

sabotage of women's equipment

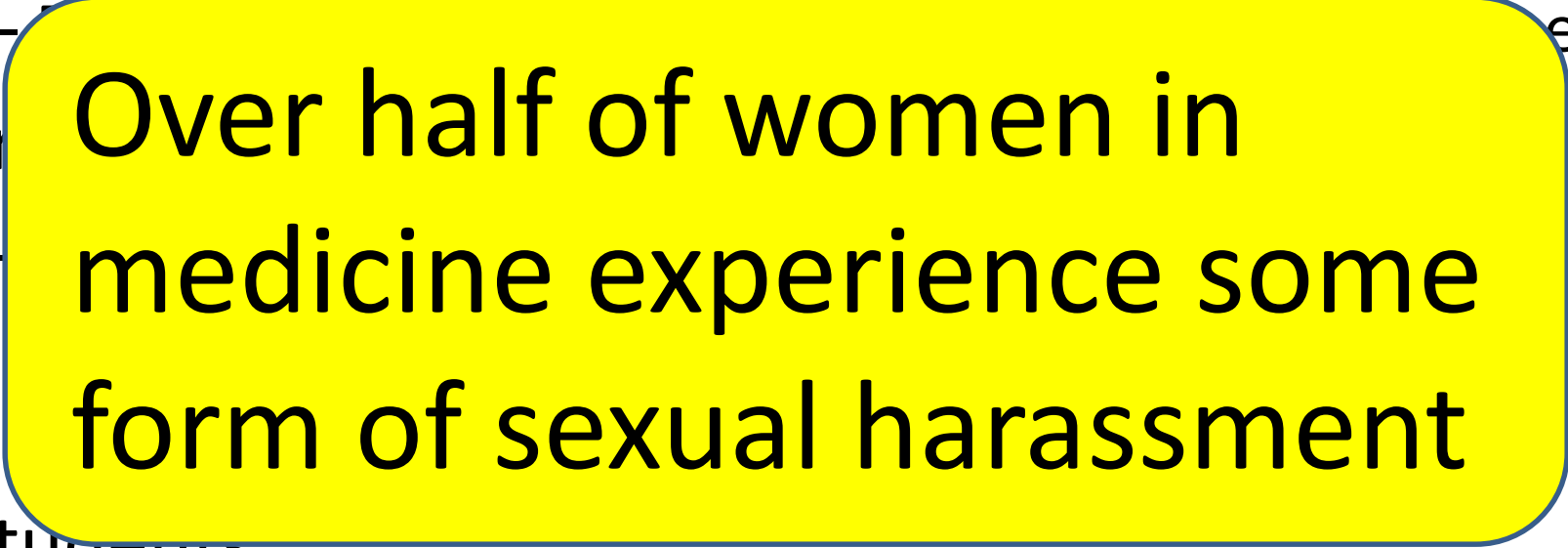
vulgar name calling
e.g. "slut," "bitch," "c**t"

gender slurs
e.g. "pu**y"

insults to working mothers
e.g. "you can't do this job with
small kids at home"

Sexual harassment in medicine

- Faculty

-  Over half of women in medicine experience some form of sexual harassment

- Students

– 59% women experience harassment or discrimination

Sexual Harassment and Gender Equity



How does the US rank in gender equity?



United States

Region OECD

Income group High

Global rank 20

85.8

Score

85.8 / 100

INDIVIDUAL INDICATOR SCORE

Accessing institutions	100
Building credit	100
Getting a job	57.1
Going to court	75
Protecting women from violence	68.8
Providing incentives to work	100
Using property	100

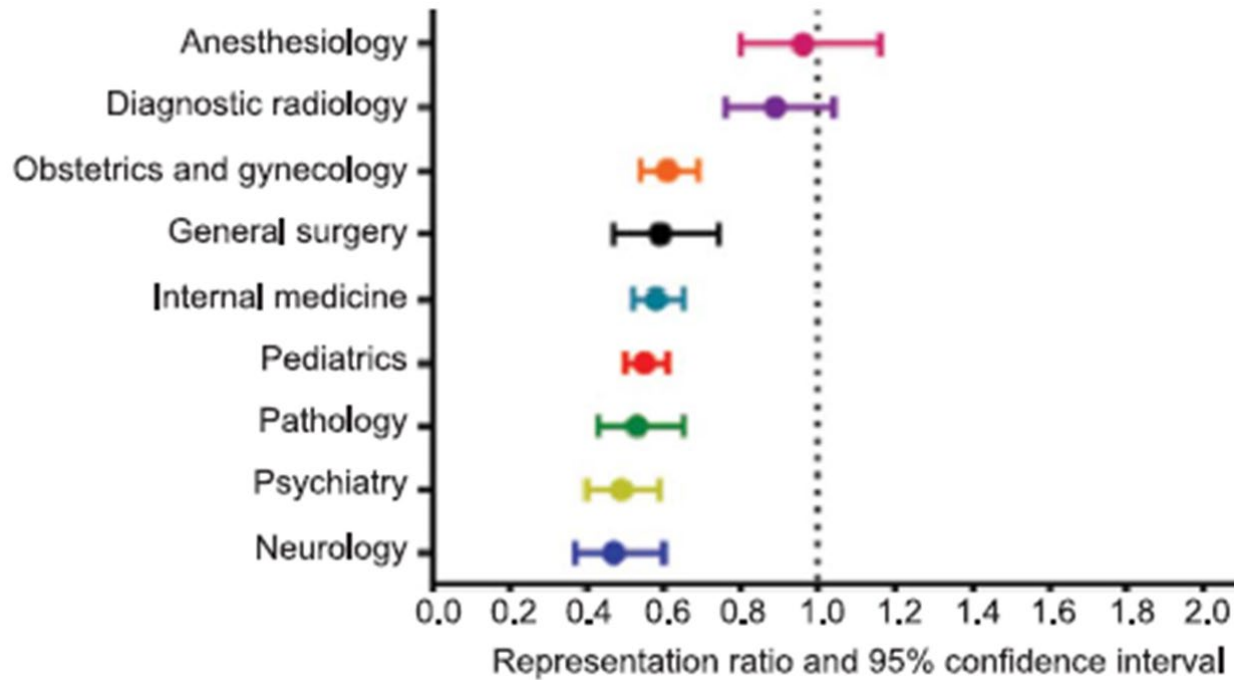
- 1 There is no legally mandated paid maternity leave.
 - 2 There is no legally mandated paid parental leave.
 - 3 The law does not mandate equal remuneration for work of equal value.
 - 4 Parents cannot work flexibly.
 - 5 There is no legally mandated paid paternity leave.
-
- 1 There are no criminal penalties for sexual harassment in the workplace.
 - 2 There is no law explicitly criminalizing marital rape.
 - 3 With parental consent or judicial authorization, the minimum age of marriage for girls is below eighteen.

Gender inequity in ObGyn

Table 1. Expected and Actual Leadership Positions Obstetrics and Gynecology Population Comparison Data

Women in Leadership Positions

Expected	
Actual	
	Total leadership positions
	Department chairs
	Journal editors
	Professional society presidents



Current Commentary

Equal Pay for Equal Work in Academic Obstetrics and Gynecology

Kacey Y. Eichelberger, MD

The most common
obstetrics
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corr
Alt
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ex
en
to
(Obs

gender differences in
population is
the largest
men with
\$209]
been
qual-
for
pop-
there

\$36,000 per year!

Why is this happening in 2019?!

Implicit bias affects valuation

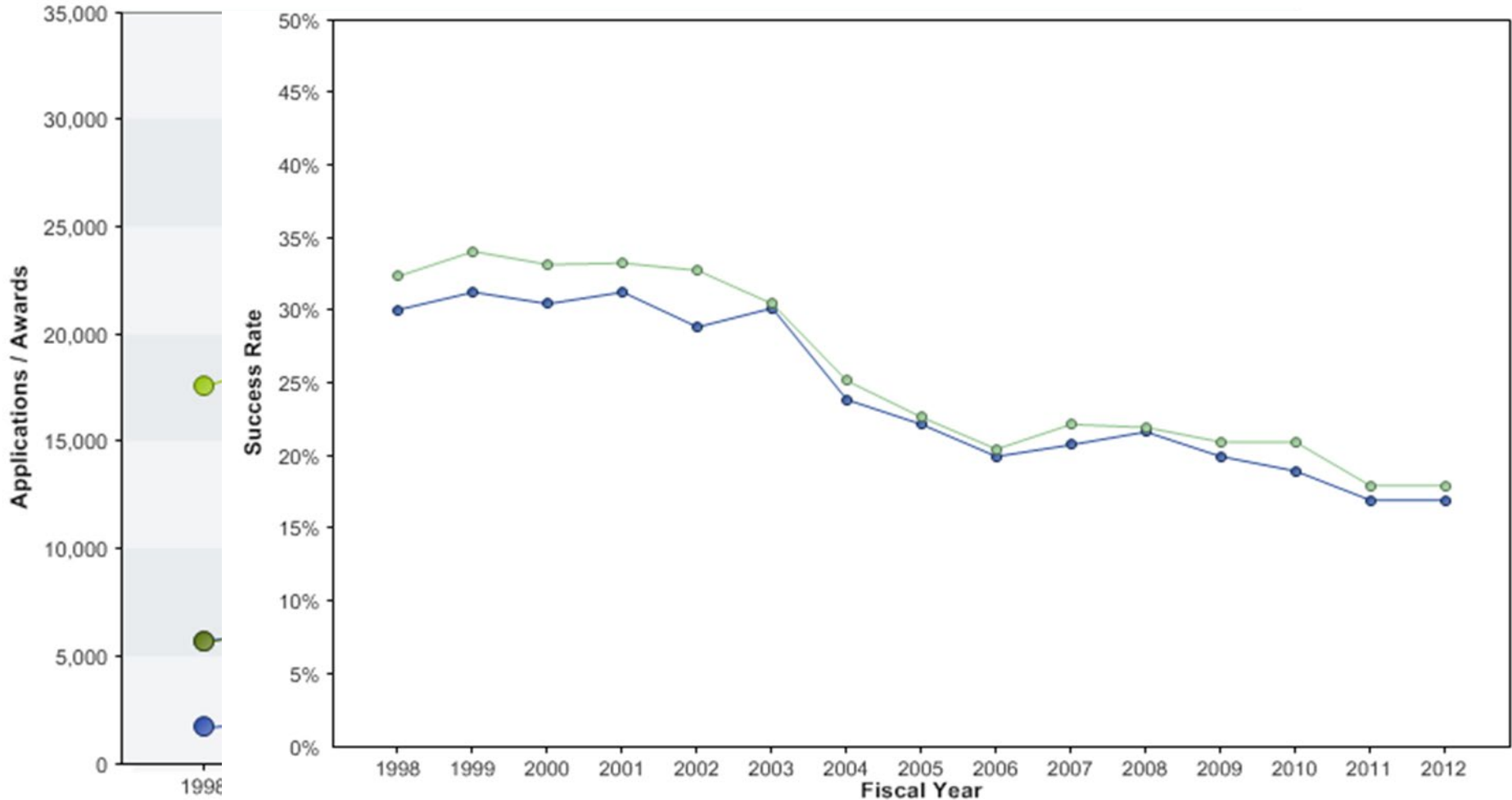
Table 1. Means for student competence, hireability, mentoring and salary conferral by student gender condition and faculty gender

Variable	Male target student				Female target student				<i>d</i>
	Male faculty		Female faculty		Male faculty		Female faculty		
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
Competence	4.01 _a	(0.92)	4.1 _a	(1.19)	3.33 _b	(1.07)	3.32 _b	(1.10)	0.71
Hireability	3.74 _a	(1.24)	3.92 _a	(1.27)	2.96 _b	(1.13)	2.84 _b	(0.84)	0.75
Mentoring	4.74 _a	(1.11)	4.73 _a	(1.31)	4.00 _b	(1.21)	3.91 _b	(0.91)	0.67
Salary	30,520.83 _a	(5,764.86)	29,333.33 _a	(4,952.15)	27,111.11 _b	(6,948.58)	25,000.00 _b	(7,965.56)	0.60

Male faculty offered female candidates \$3409 (11%) less
Female faculty offered female candidates \$4333 (15%) less



Women ask less.



RePORTS, Research Project Grants Success rates, by gender. Available at <http://report.nih.gov/NIHDataBook>

What can we/I do?!

Sexual harassment training

1995



Convicted of killing three, man gets life

Prosecutor did not seek execution; 'victim survivors' didn't want it
By Amy Lyn Maslin
Tracy Harris

Chad Mitchell McMurray had no motive and nothing to gain when he shot and killed his father, sleepmutter and responded in the early morning hours of May 7, 1994, attorneys said Friday.

"It's a mystery," said 13th Circuit Solicitor Joe Watson of why a college-educated man with no record of violence would do it.

McMurray, 26, pleaded guilty Friday to two counts of murder and one count of voluntary manslaughter and was sentenced by Circuit Judge C. Victor Pyle Jr. to life in prison on each of the murder charges and 30 years on the manslaughter charge. He will be eligible for parole in 20 years, Watson said.

Watson said one reason he did not seek the death penalty was he lacked surviving family members to testify against McMurray during the death penalty phase of the trial.

"Victim impact is the greatest tool that is available now for prosecutors to get the death penalty when they seek the death penalty," Watson said.

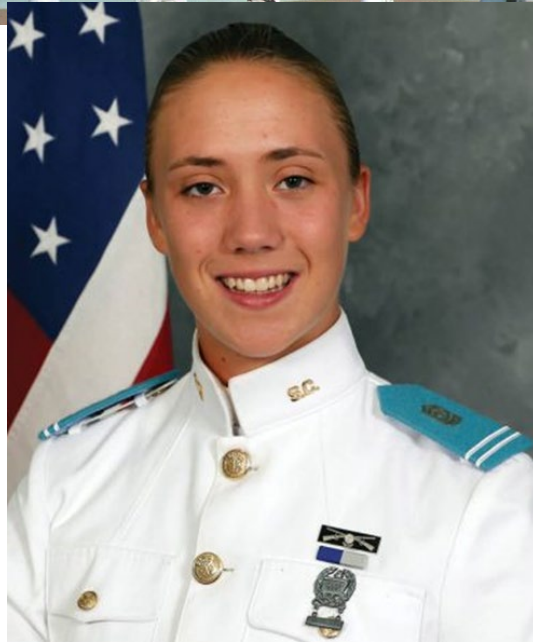
In addition, Watson cited a lack of prior violent crimes and McMurray's psychological problems.

Woodell Howard McMurray, 54,



Self exhibition hall
Life in prison: Chad McMurray, left, stands with solicitor Joe Watson in court Friday. McMurray pleaded guilty to murdering family members.

2018



Did the military figure it out?

Values Survey (2006)

- 68% of female cadets reported sexual harassment.
- 19% of female cadets reported being sexual assaulted.
- The majority were not reported.

NAS Report (2018)



#1



#2

Sexual harassment training

- EEOC Task Force: no evidence that training helps prevent harassment (2016)
- Increases knowledge of sexual harassment but no impact on behavior, attitudes, or prevention
- Training may actually encourage harassment
 - Regard sexual harassment as less of a big deal
 - Moral licensing

What works to reduce harassment?



**BYSTANDER
INTERVENTION
TRAINING**

Participate in this engaging training session to learn how to intervene in difficult situations. Learn how YOU can be a part of the solution to end violence in your community. Dinner will be provided during both sessions.



Livingston Apartment's Reading Room
(Between building B & C)
4:00PM – 7:00PM
Friday, April 15 & 22

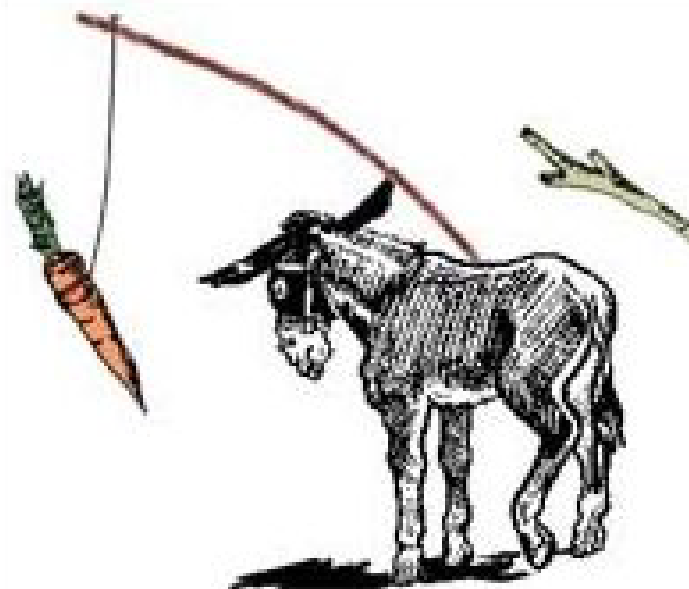
Registration: bit.ly/BystanderTrainingForm

The successful participants receive a certificate and a t-shirt after attending both dates.

RUTGERS
Student Affairs

RESIDENCE LIFE & VIOLENCE PREVENTION AND VICTIM ASSISTANCE

THE REVOLUTION STARTS HERE.
**END SEXUAL
VIOLENCE NOW**
ENDSEXUALVIOLENCE.RUTGERS.EDU



What works to reduce harassment?

Harvard
Business
Review

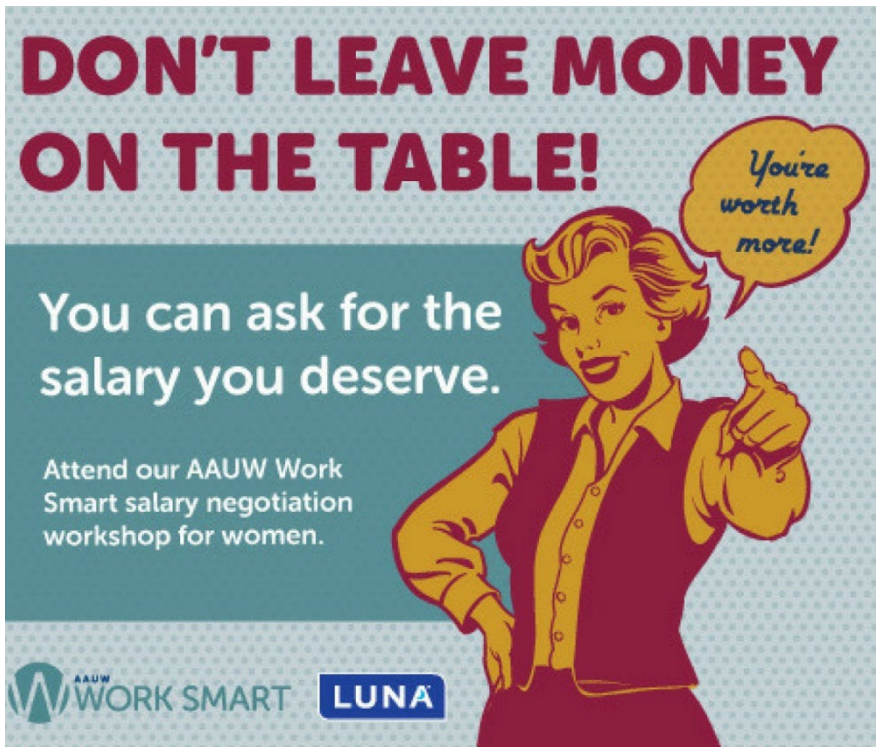
GENDER

Training Programs and Reporting Systems Won't End Sexual Harassment. Promoting More Women Will

by [Frank Dobbin](#) and [Alexandra Kalev](#)

NOVEMBER 15, 2017

What works to improve parity?



DON'T LEAVE MONEY ON THE TABLE!

You can ask for the salary you deserve.

Attend our AAUW Work Smart salary negotiation workshop for women.

You're worth more!

AAUW WORK SMART LUNA

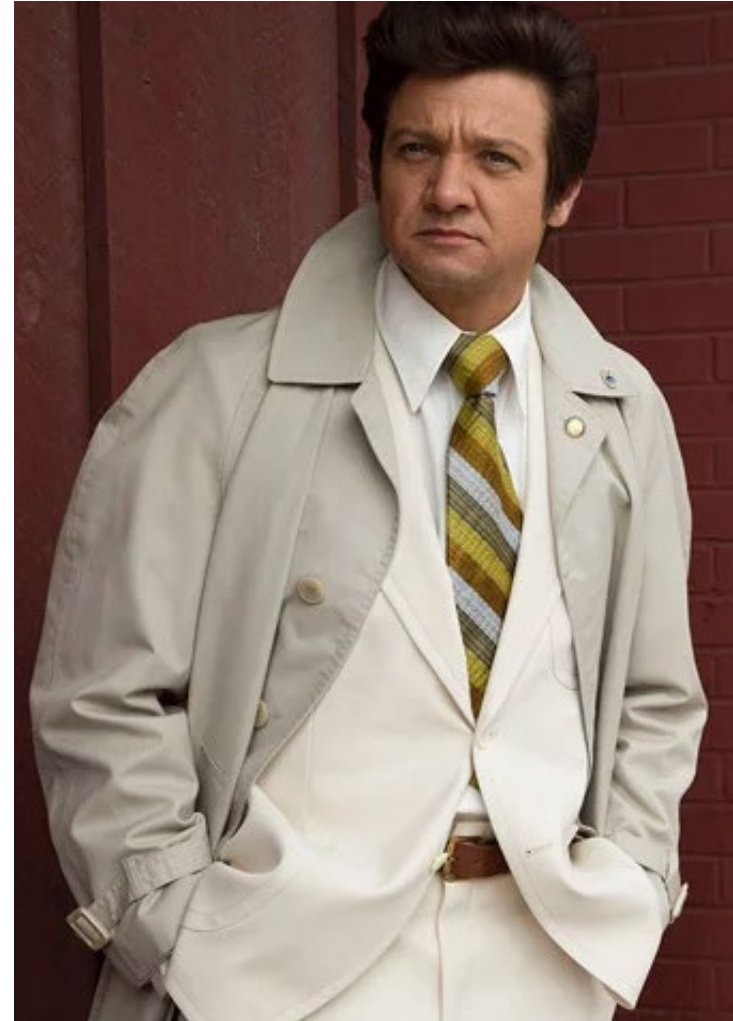
The poster features a stylized illustration of a woman in a red vest and yellow shirt, pointing towards the viewer. A speech bubble next to her says "You're worth more!". The background is a light blue grid pattern.



12 JUL 2018

NEGOTIATING WHILE FEMALE

What works to improve parity?



What works to improve parity?



How to Analyze Your Gender Pay Gap: An Employer's Guide

By Dr. Andrew Chamberlain
Chief Economist, Glassdoor

What works to improve parity?

Table 3 Summary of outcomes

Study	Intervention	Positive outcome reported by authors			
		Self-reported skills	Bias	Representation, promotion, retention, remuneration	Satisfaction with programme
Multicomponent					
Richman <i>et al</i> ³⁸	ELAM			Yes	
McDade <i>et al</i> ³⁷	ELAM	Yes			Yes
Seritan <i>et al</i> ⁴²	Other multicomponent			Yes (representation); no (rank)	Yes
Dannels <i>et al</i> ³⁶	ELAM	Yes		Yes	
Bauman <i>et al</i> ⁴⁶	Other multicomponent			Yes	Yes
Valantine <i>et al</i> ⁴³	Other multicomponent			Yes	Yes
Helitzer <i>et al</i> ⁴¹	ELAM and other multicomponent	Yes			
Levine <i>et al</i> ³²	Other multicomponent	Yes		No	
Chang <i>et al</i> ³⁵	ELAM and other multicomponent			Yes	
Peer education					
Stewart <i>et al</i> ³³	Peer education			Yes	
Carnes <i>et al</i> ⁴⁵	Peer education		Yes		
Girod <i>et al</i> ⁴⁴	Peer education		Yes		
Peer mentoring					
Gardiner <i>et al</i> ³⁰	Peer mentoring	Yes			
Files <i>et al</i> ³⁴	Peer mentoring	Yes			
Dutta <i>et al</i> ³¹	Peer mentoring	Yes			
Varkey <i>et al</i> ⁴⁰	Peer mentoring	Yes			
Other					
Von Feldt <i>et al</i> ⁴⁷	CV review				
Jagsi <i>et al</i> ³⁹	Professional development grant				

9.5/11 programs that looked at objective outcomes showed a positive effect.



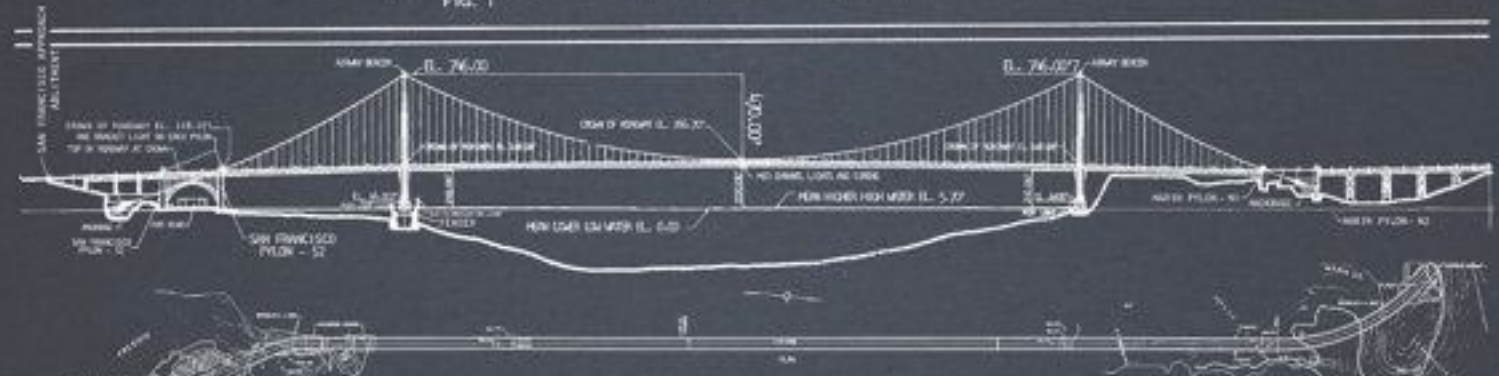
ELEVATION (SCALE) 1/4" = 1'-0"



J. B. STRAUSS
 CIVIL ENGINEER
 100 CALIFORNIA STREET
 SAN FRANCISCO, CALIF.



THE GOLDEN GATE BRIDGE
 SAN FRANCISCO, CALIF.
 GENERAL PLAN IN ELEVATION
 DRAWN BY
 J. B. STRAUSS
 CIVIL ENGINEER
 100 CALIFORNIA STREET
 SAN FRANCISCO, CALIF.



GOLDEN GATE BRIDGE PROFILE AND ELEVATION

WHEELER
 JAMES C. Wheeler
 CIVIL ENGINEER
 100 CALIFORNIA STREET
 SAN FRANCISCO, CALIF.

Blueprint to confront harassment and inequity in ObGyn

- Evidence of benefit
 - Salary audits (regular intervals, paired w corrective action)
- Evidence suggests benefit
 - Increasing women in leadership positions
 - Mentoring programs
 - Bystander training
 - Civility training
- Promising, but need more evidence
 - Negotiation training
 - Salary transparency
- Evidence shows potential harm
 - Sexual harassment training

Group Activity!



THANK YOU!