

Medical Learner Mistreatment

Highlights from 2021 Voices Learner Surveys: MD students, residents and clinical fellows

PGMEAC, Oct 29, 2021



Methodology

Three learner Surveys:

Voice of the MD Student

Data collection: April 13 to May 14, 2021

of respondents: 718

Response rate: 69%

Voice of the Resident

Data collection: RCPSC: February 24 to April 8; DFCM: May 26 to July 6

of respondents: 1134

Response rate: 54%

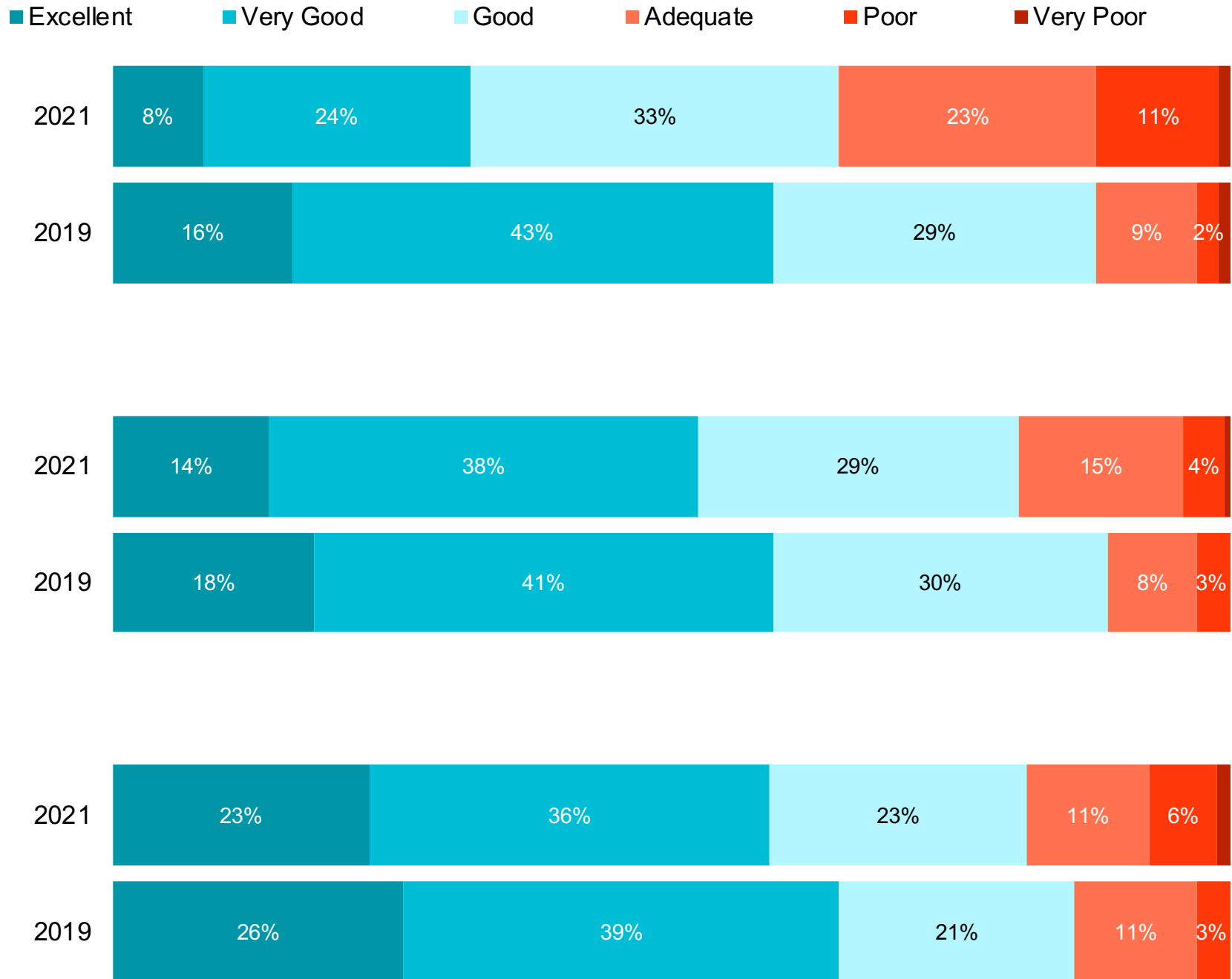
Voice of the Clinical Fellow

Data collection: March 16 to May 6, 2021

of respondents: 543

Response rate: 41%

Overall experience in the past academic year



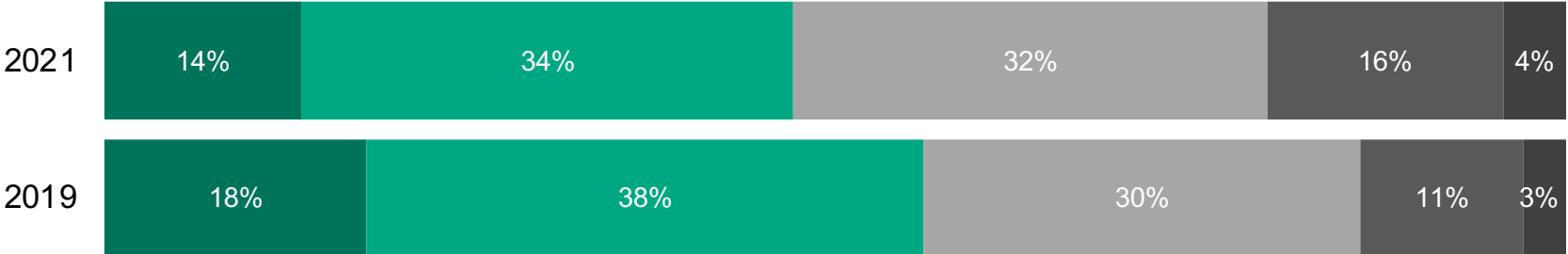
Overall Health

■ Excellent ■ Very Good ■ Good ■ Fair ■ Poor

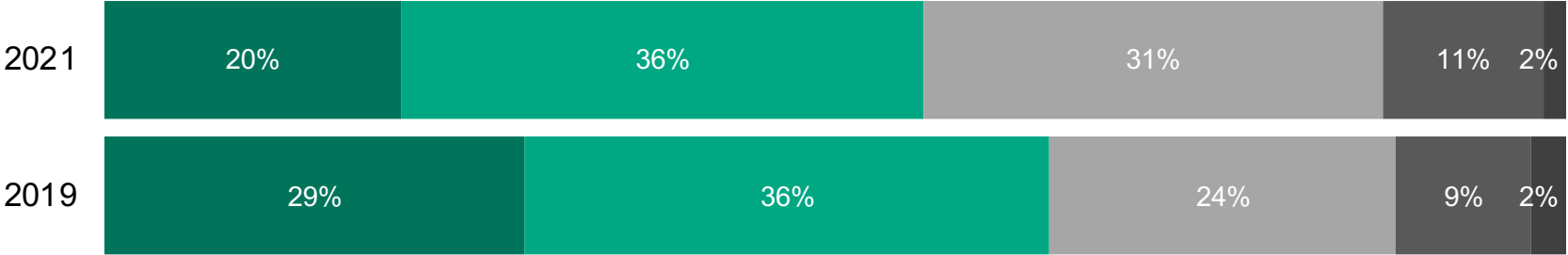
MD Students



Residents



Clinical Fellows



Feel overwhelmed

■ Always/Daily
 ■ Often
 ■ Sometimes
 ■ Rarely
 ■ Almost Never
 ■ Never

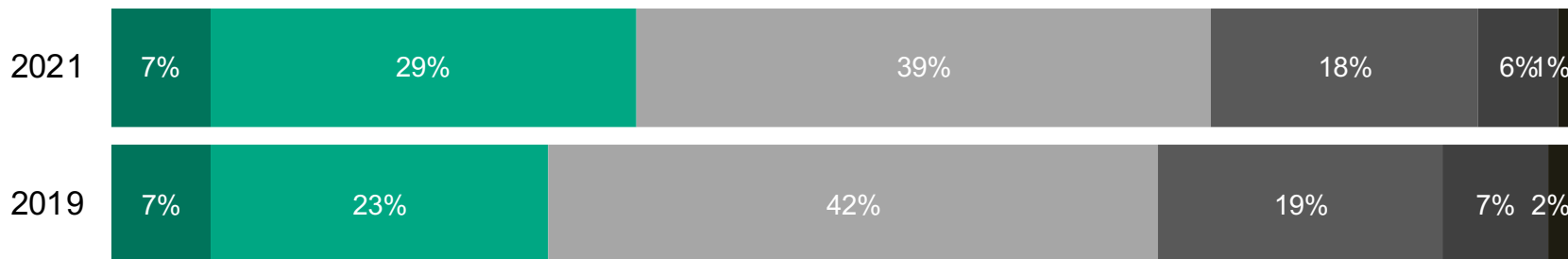
MD Students



Residents



Clinical Fellows



Definitions

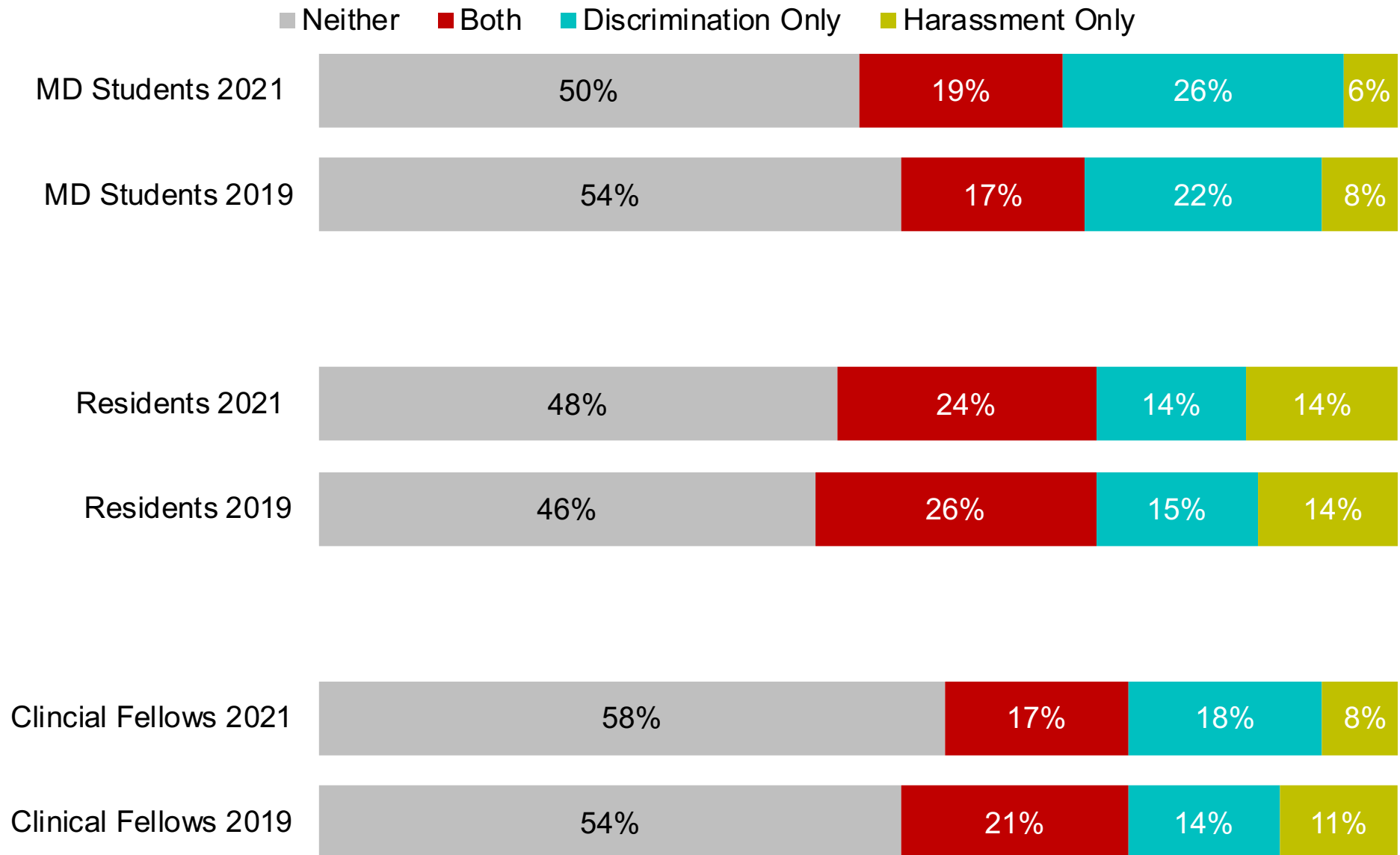
Discrimination

Discrimination refers to unequal treatment based on ancestry, citizenship, colour, disability, ethnic origin, religion/faith/belief system, family status, gender expression, gender identity, marital status, place of origin, race, sex (including pregnancy), and sexual orientation. Discrimination can be direct or indirect, subtle or overt. ** Ontario Human Rights Commission

Harassment

Harassment refers to a course of vexatious comment or conduct which the person knows or ought reasonably to know is unwelcome. * Ontario Ministry of Labour. Workplace Harassment Provisions under the Occupational Health and Safety Act

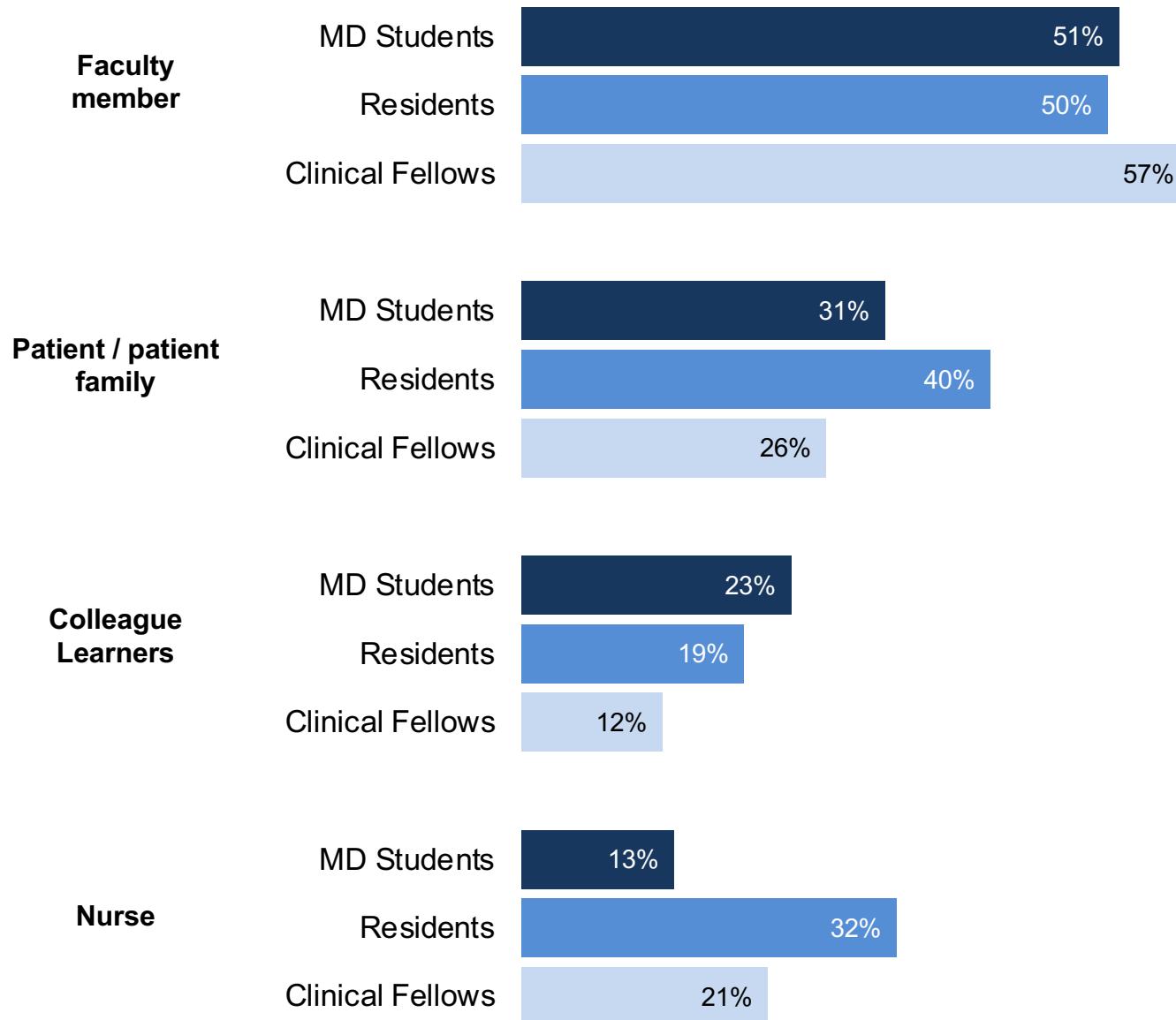
Discrimination and/ or Harassment 2021 vs. 2019



Q27. Still thinking about your experiences during the past academic year (since July 1, 2020), how often, if at all, did you personally experience harassment during the course of your residency program?

2021 Sources of Harassment/Discrimination – 3 cohorts

(multi-response, % who were harassed and/or discriminated against)



Q30. What was the role of the person(s) who harassed / discriminated against you? Check all that apply. (MD Students, n=355; Residents, n=550; Clinical Fellows, n=211)

Reporting & Disclosing

Disclosure

When you convey information about the conduct of an individual to the University or seek information about options to address this conduct

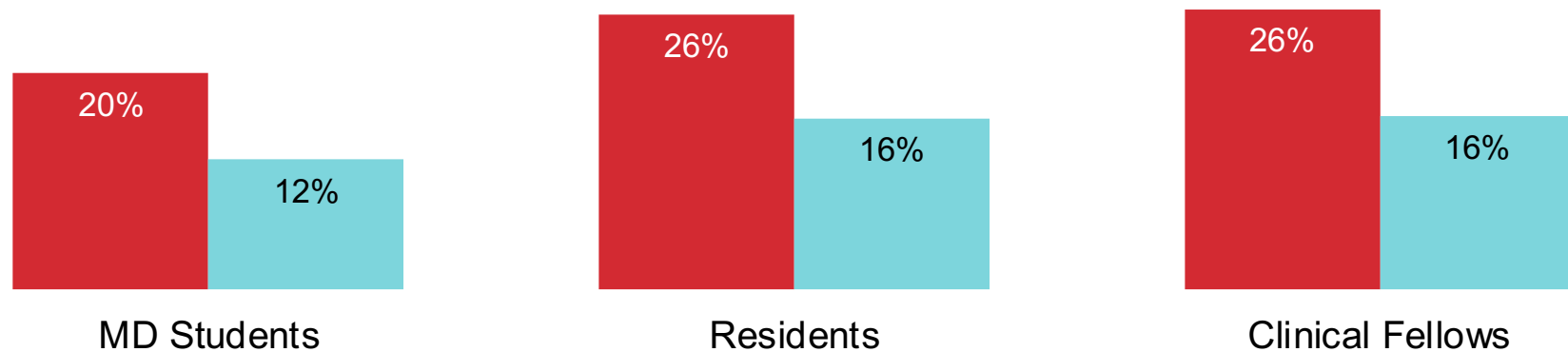
Reporting

When you convey information about the conduct of an individual with the intention of the University formally reviewing and potentially acting upon the information

Mistreatment reported or disclosed

(% who were harassed and/or discriminated against)

■ Disclosed ■ Reported



Q33. Did you disclose any of these incidents of harassment/ discrimination you experienced at UofT?
Q35. Did you report any of these incidents of harassment/discrimination you experienced at UofT?

Experienced negative repercussions after disclosing/reporting mistreatment

(% who were harassed and/or discriminated against and disclosed/reported)



Q42. Did you experience any negative repercussions as a result of telling someone in authority about or reporting the discrimination/ harassment you experienced?
(MD students, n=75; Residents, n=160; n=Clinical Fellows, n=57)

Questions?

