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HIGHLIGHTS FROM  
THE 2019 SURVEY

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# Voice of the Resident

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UNIVERSITY OF TORONTO  
FACULTY OF MEDICINE

# Methodology

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Target Population:	All registered Residents who were active longer than one month in the 2018-19 academic year
Survey vehicle:	Online
Data Collection:	March 13 – May 2, 2019
Population size:	2006
# of respondents:	988
Response rate:	49%
Financial incentives	1 in 345 chances to win one of: 1 prize of \$1000 cash, 4 prizes of \$250, and 340 prizes of a \$10 gift certificate from Tim Hortons, Starbucks, or Indigo – with the option to donate a prize to a charity: Doctors without Borders, the Nature Conservancy, or the Refugee Sponsorship Fund.
Attempted Census:	All members of the target population were invited to participate in the survey, so the survey is an 'attempted census' survey. An attempted census has no associated statistical margin of error.



# Accuracy of Findings

## Weighting Data

- Like all non-census surveys, our survey results may include a hidden response bias. Potential response biases are typically treated as though they are zero since it is not possible to know whether there is a response bias, nor what non-respondents would have said had they participated.
- To reduce potential response bias and improve the accuracy of the findings, we explored weighting the survey sample data to match known resident population data. The data was weighted by gender within PGY.

RESIDENTS 2019	POPN	SAMPLE	ADJ'D	diff	EXPECTED COUNT	SAMPLE COUNT	SAMPLE WEIGHT	SAMPLE COUNT WEIGHTED
PGY 1 Female	11.3%	13.6%	11.2%	2.38%	106	134	0.794430	106
PGY 1 Male	10.9%	12.6%	10.8%	1.70%	103	124	0.832815	103
PGY 2 Female	12.2%	14.1%	12.1%	1.98%	115	139	0.828038	115
PGY 2 Male	11.0%	9.9%	10.9%	-1.02%	104	98	1.063051	104
PGY 3 Female	8.7%	8.8%	8.6%	0.16%	82	87	0.946464	82
PGY 3 Male	9.2%	8.3%	9.1%	-0.83%	87	82	1.059654	87
PGY 4 Female	7.9%	8.8%	7.8%	0.97%	75	87	0.857569	75
PGY4 Male	8.3%	6.0%	8.2%	-2.25%	78	59	1.326237	78
PGY 5+ Female	11.1%	8.1%	11.0%	-2.89%	105	80	1.307924	105
PGY 5+ Male	9.6%	5.7%	9.5%	-3.84%	91	56	1.616626	91
Other		0.6%	0.6%		6	6	1.000000	6
SYSMIS		3.6%				36	1.000000	36
<b>TOTAL</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>		<b>952</b>	<b>988</b>		<b>988</b>



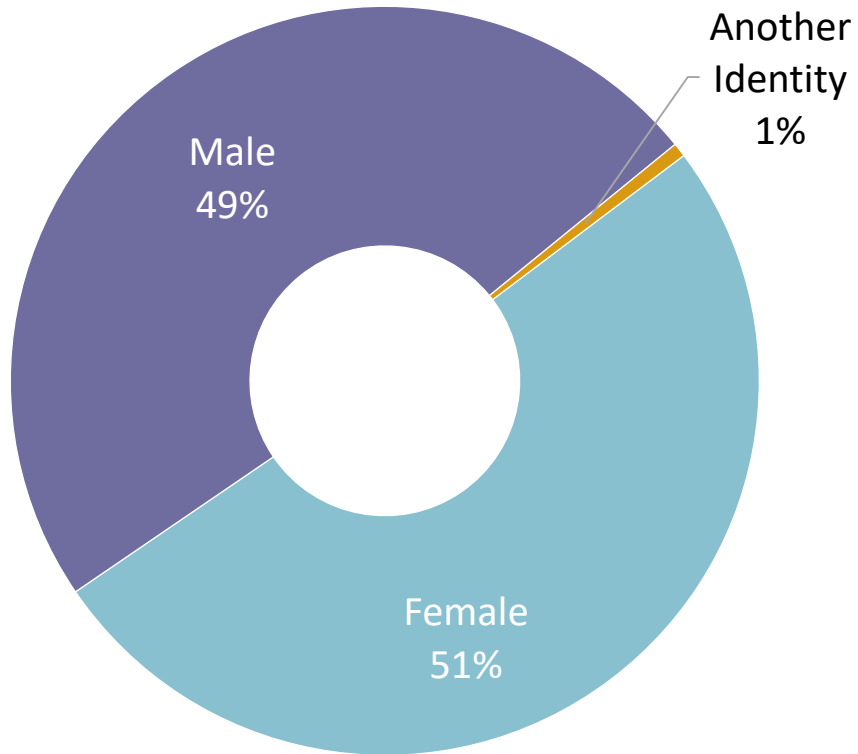
# Contents

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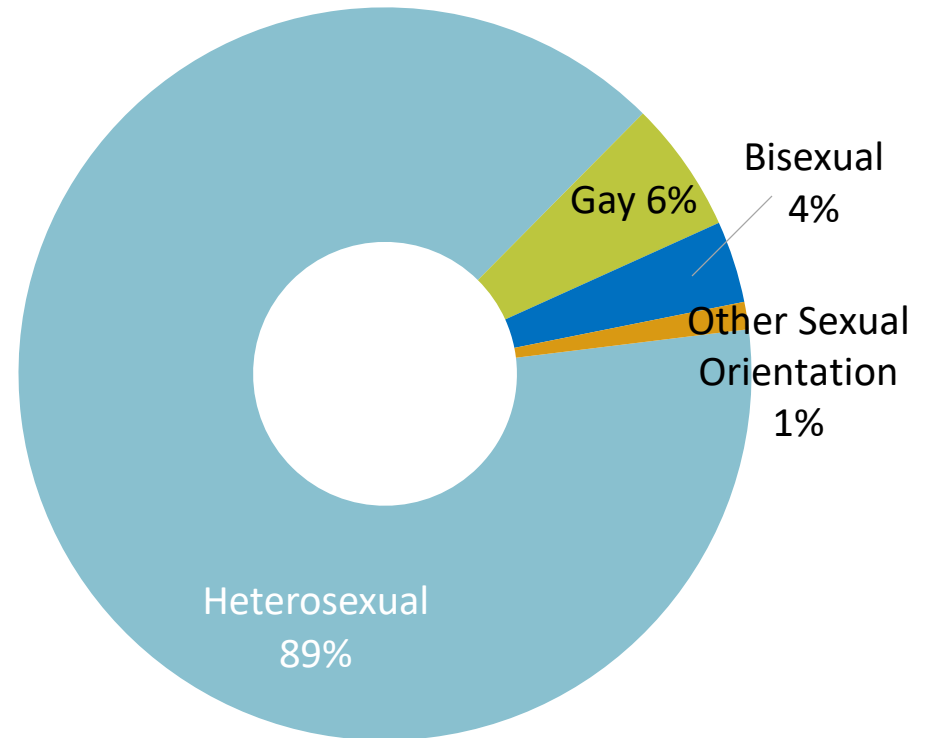
- Demographics
  - Overall Residency Experience
  - Health and Wellness
  - Looking ahead



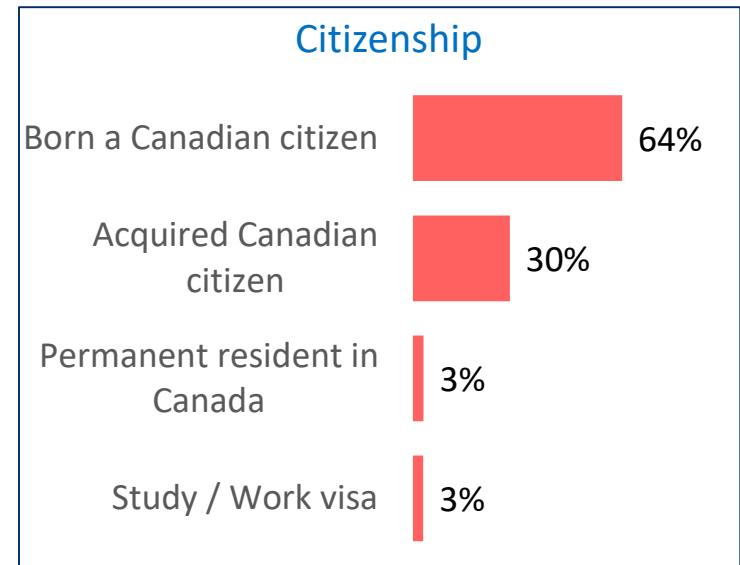
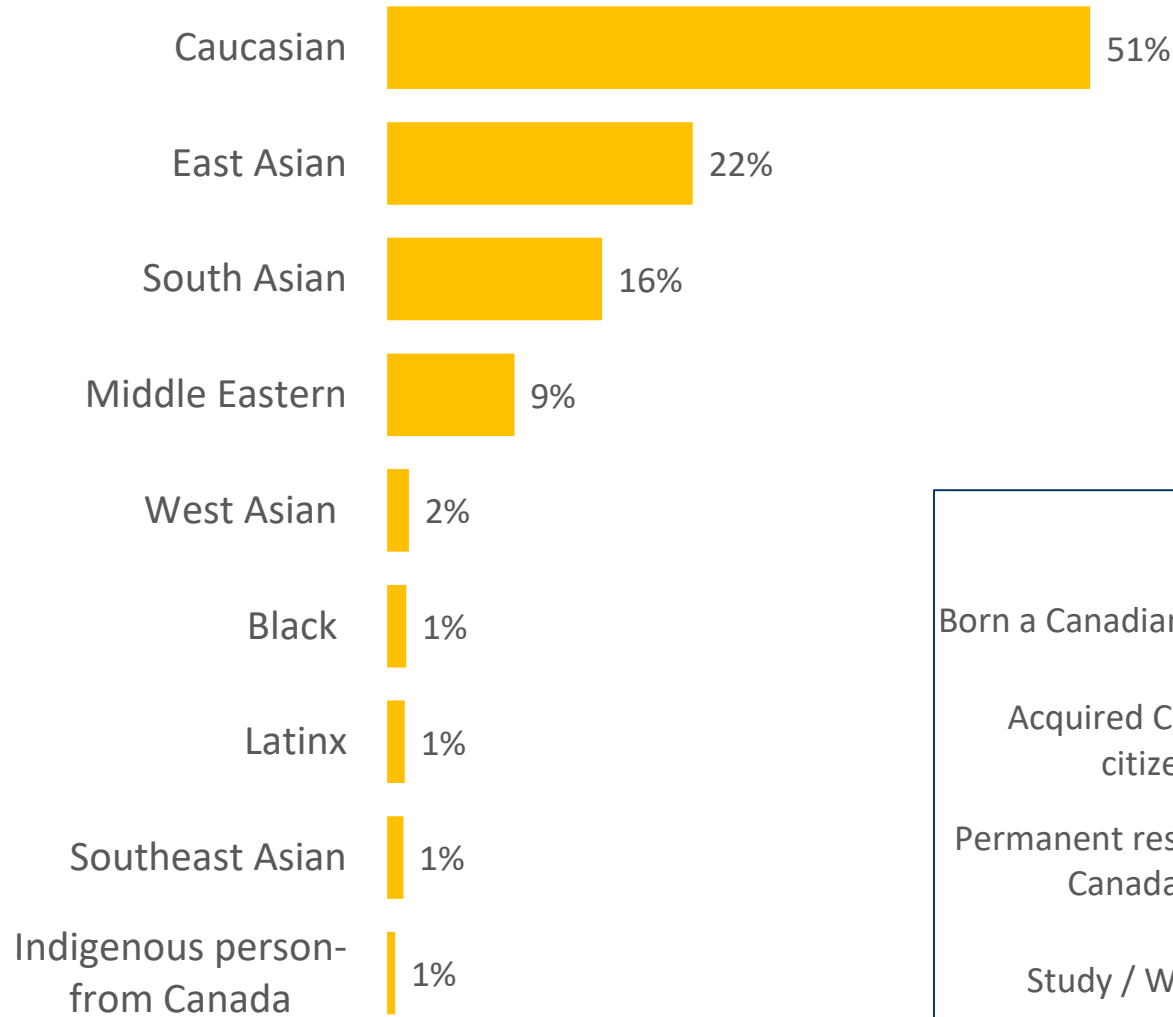
## Gender identity



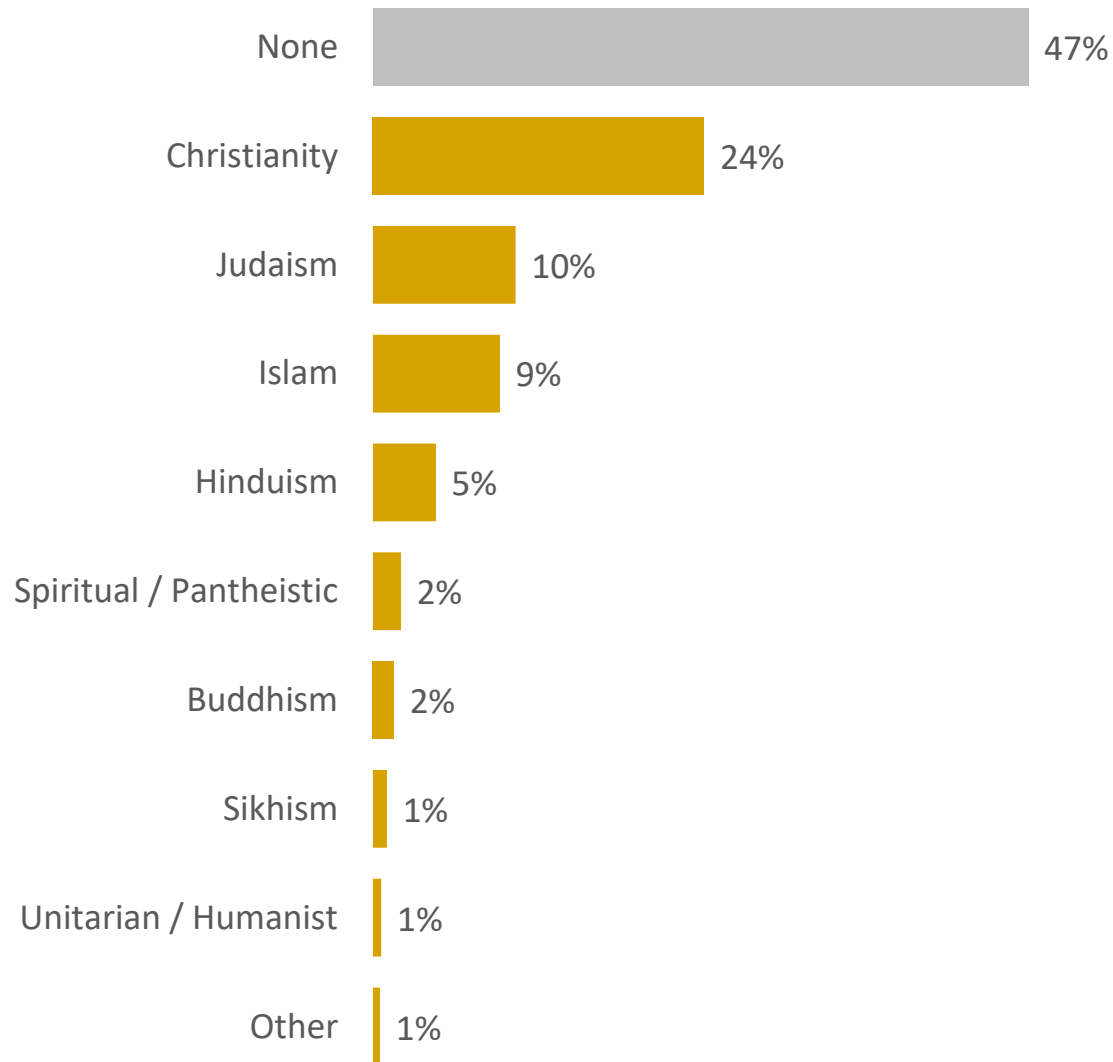
## Sexual Orientation



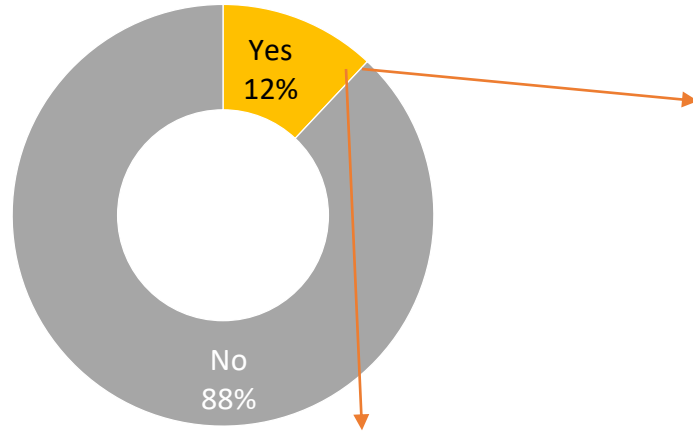
## Ethnicity (multi-response)



## Religion Practiced

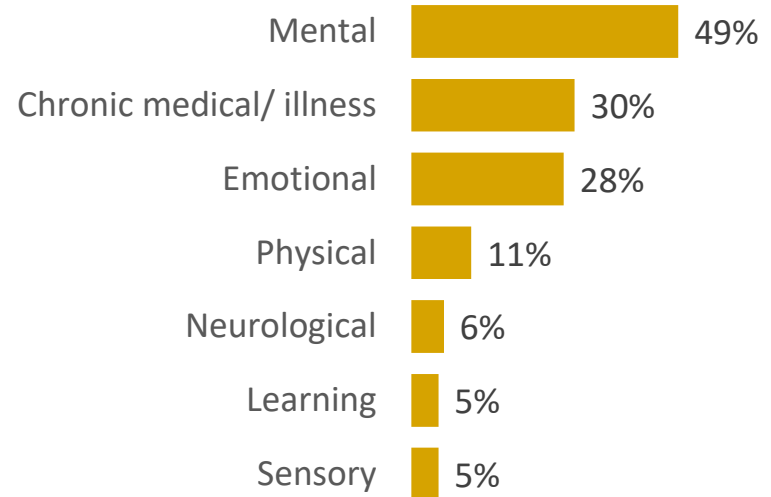


### Have a Disability?



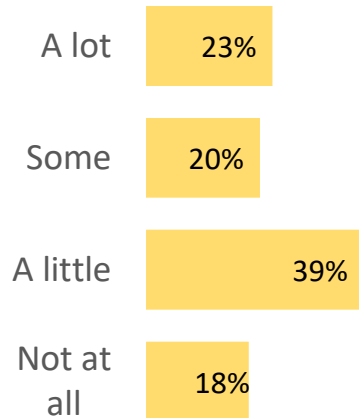
### Type of Disability

(multi-response; % of those with a disability)



### Challenge due to Disability

(% of those with a disability)





# Contents

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Demographics

- Overall Residency Experience

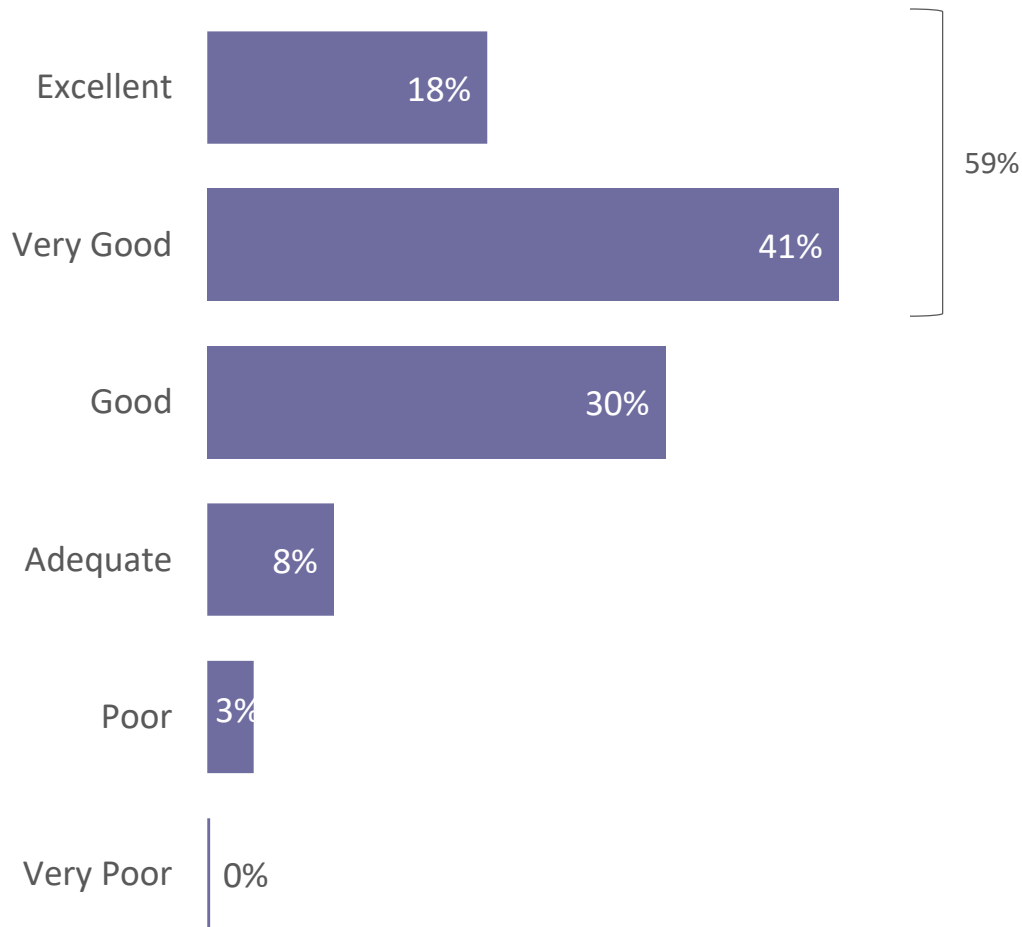
Health and Wellness

Looking ahead

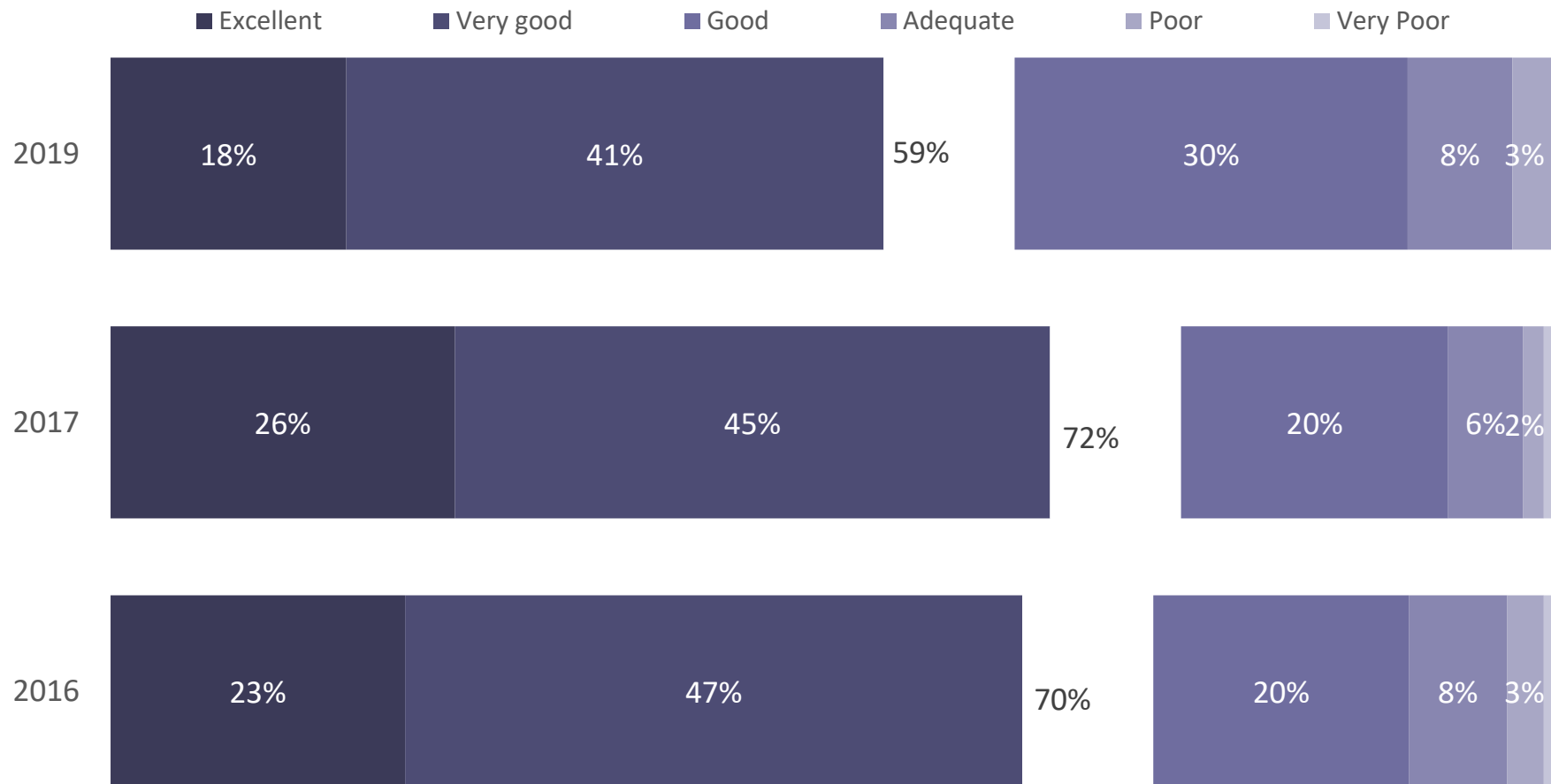


# 6 in 10 residents (59%) had an 'excellent' or 'very good' residency experience this past academic year

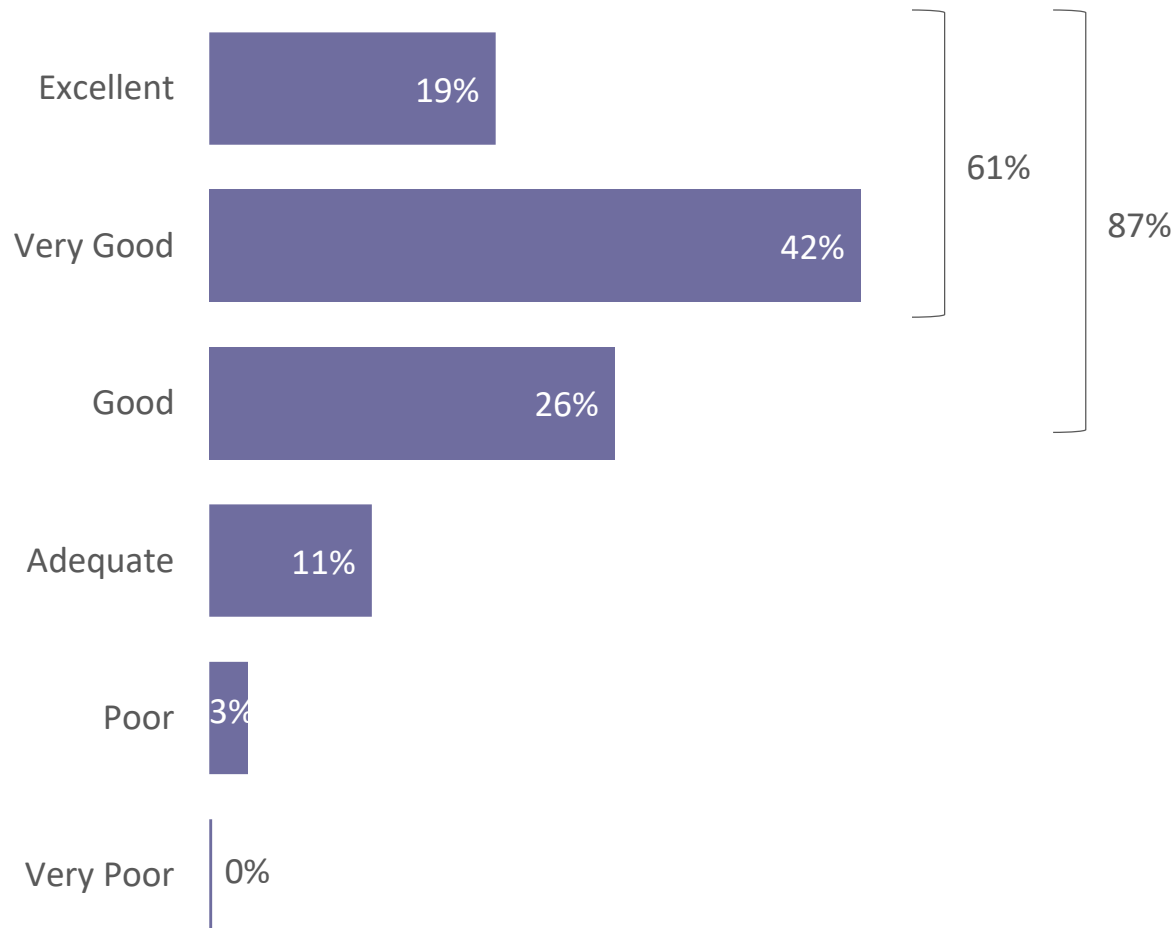
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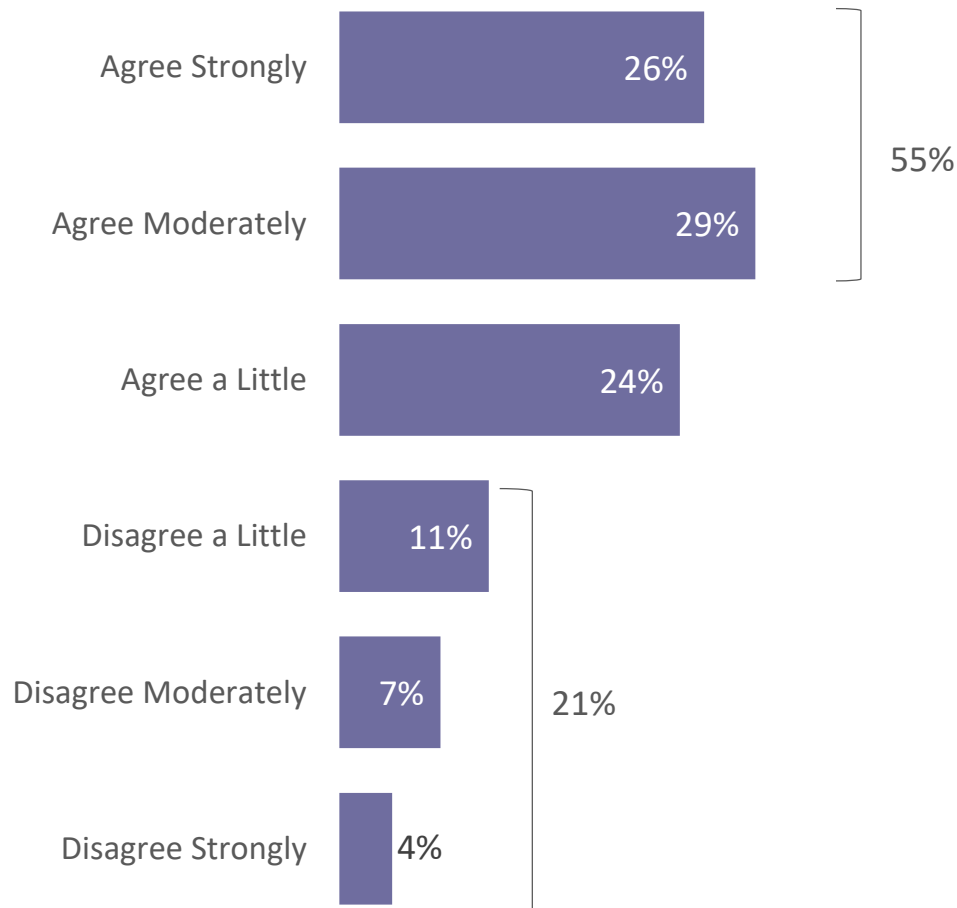
# This year, a smaller proportion of residents compared to previous years rate their residency experience 'excellent' or 'very good'



# 6 in 10 residents (61%) rate their educational/learning progress in the past academic year 'excellent' or 'very good'



# 55% of residents 'agree strongly' or 'agree moderately' that they have a mentor who supports and encourages their development



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## Survey Mistreatment Question

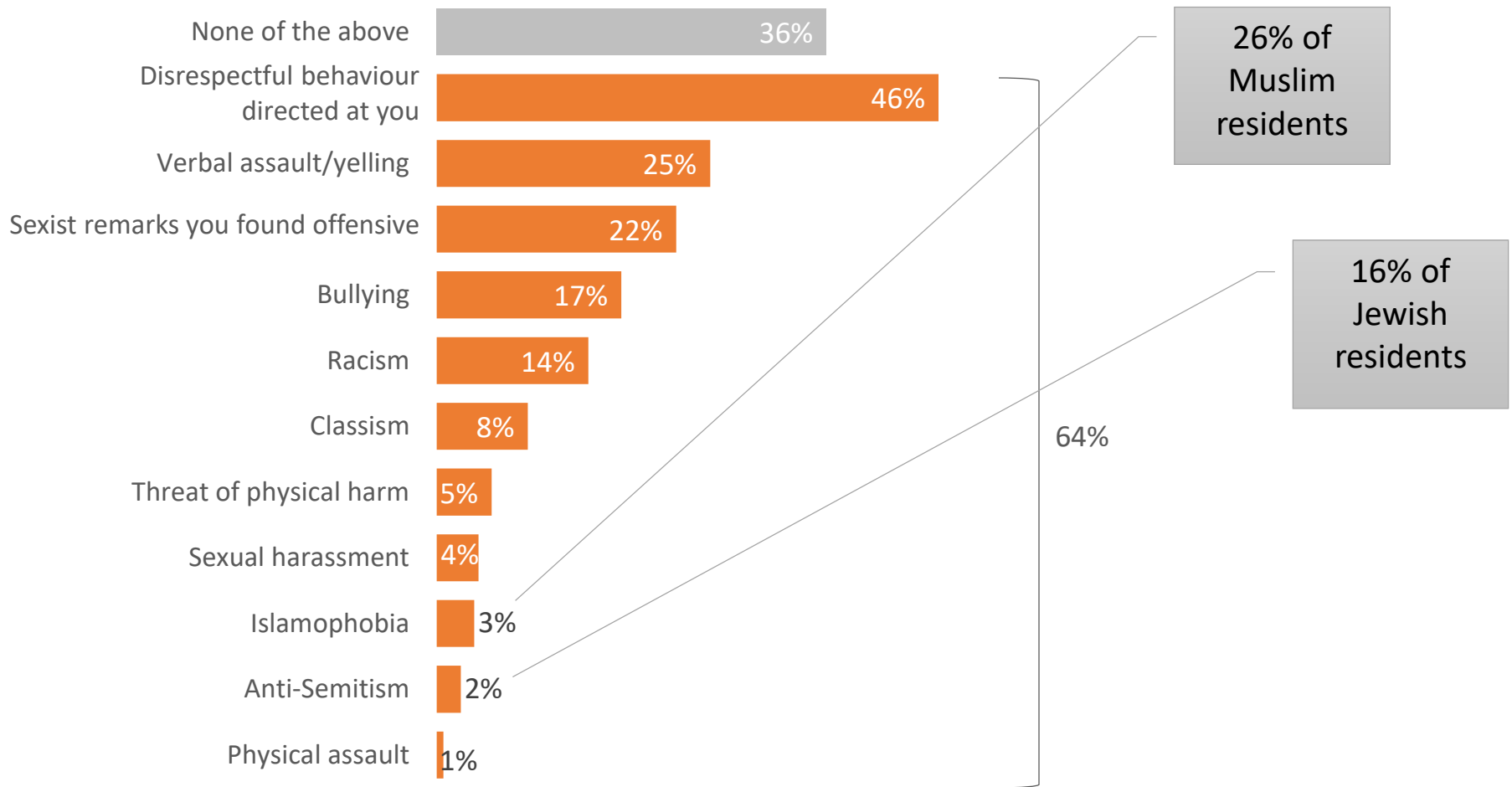
Respondents were asked about a variety of types of mistreatment:

**During the past academic year (since July 1 2018), did you personally experience any of the following during the course of your residency program? Check all that apply. [RANDOMIZE ORDER] [MR]**

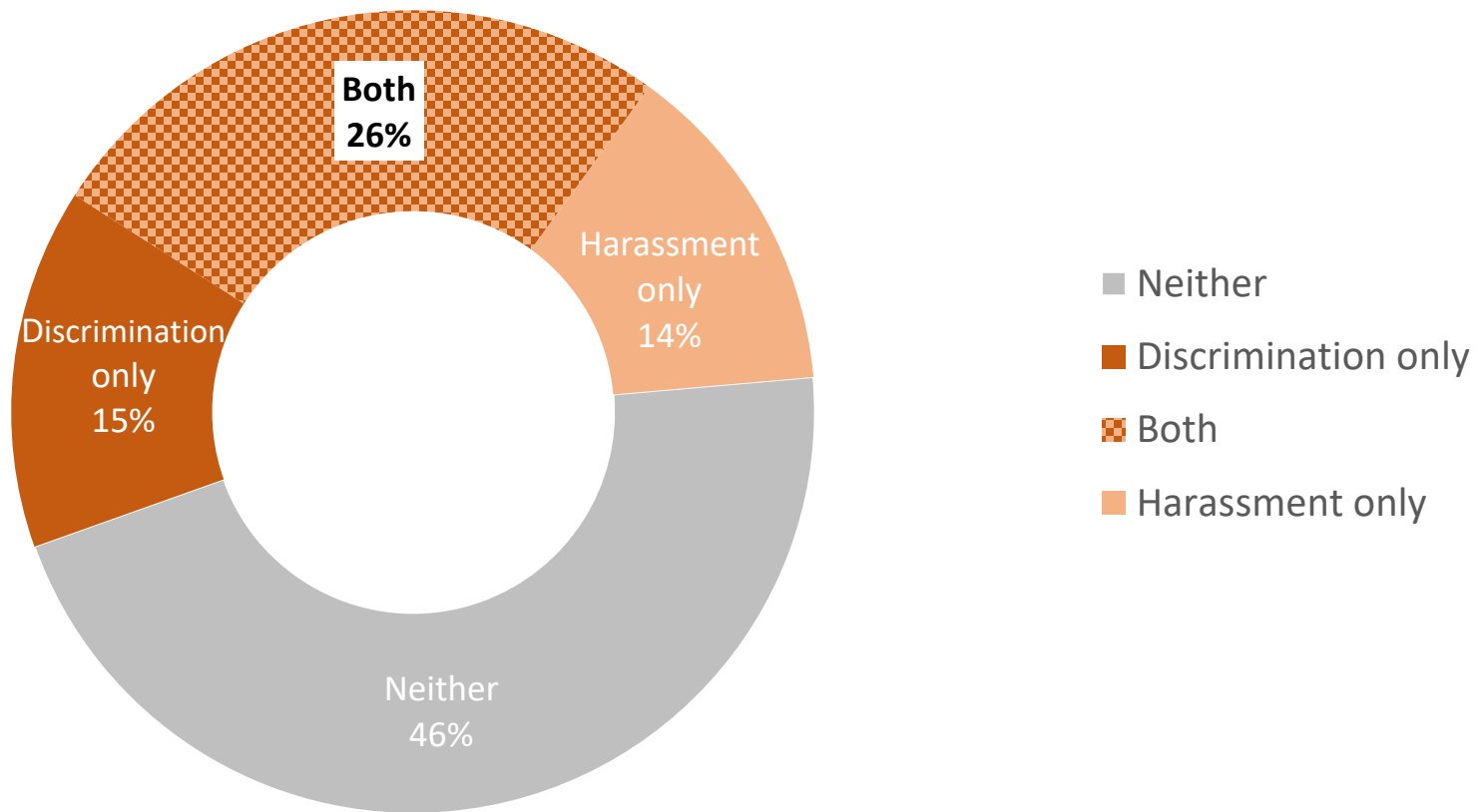
- Bullying
- Threat of physical harm
- Physical assault
- Disrespectful behaviour directed at you
- Sexual harassment
- Sexist remarks you found offensive
- Racism
- Verbal assault / yelling
- Classism
- Anti-Semitism
- Islamophobia
- None of the above

# 6 in 10 residents (64%) say they were subjected to at least one form of incivility in the past academic year

(Multi-response)



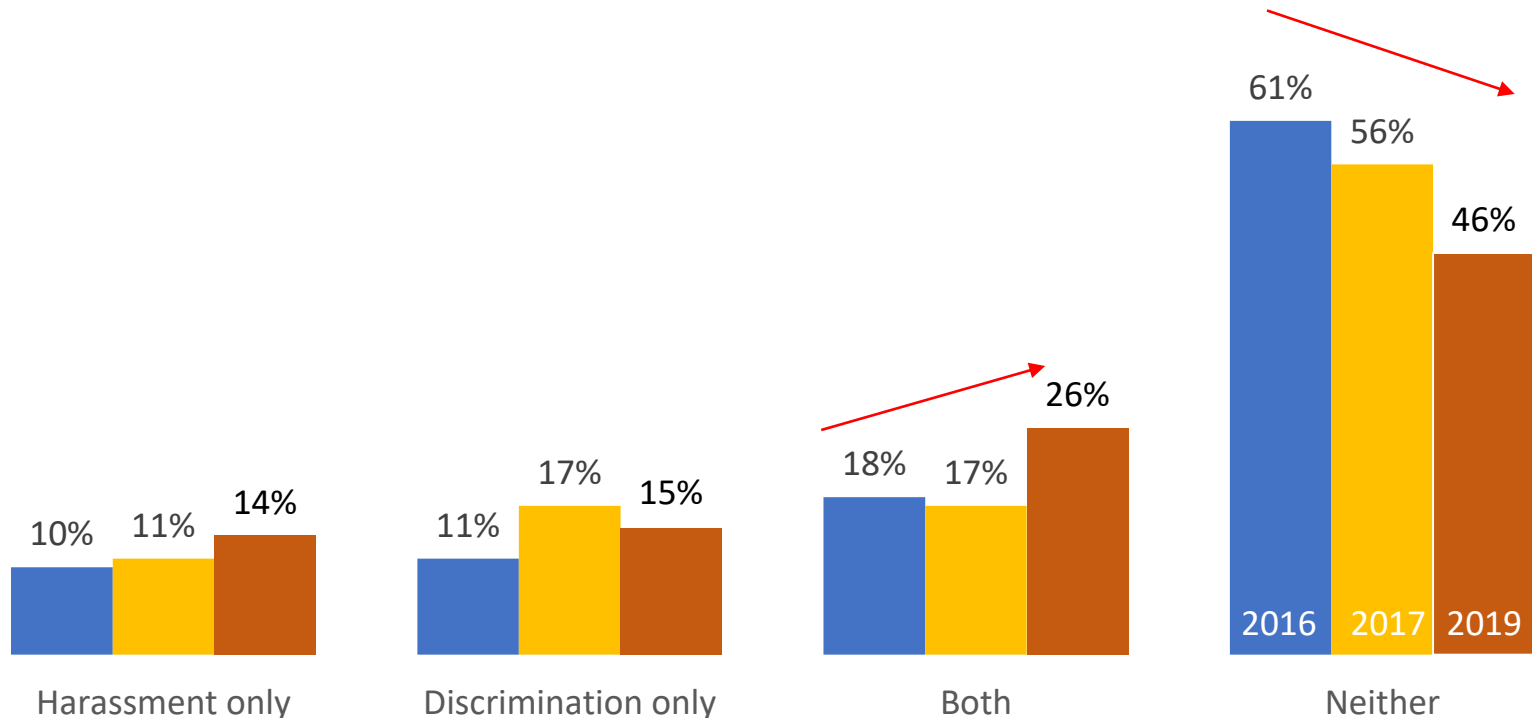
# Over half of residents (54%) say they experienced discrimination and/or harassment this past academic year





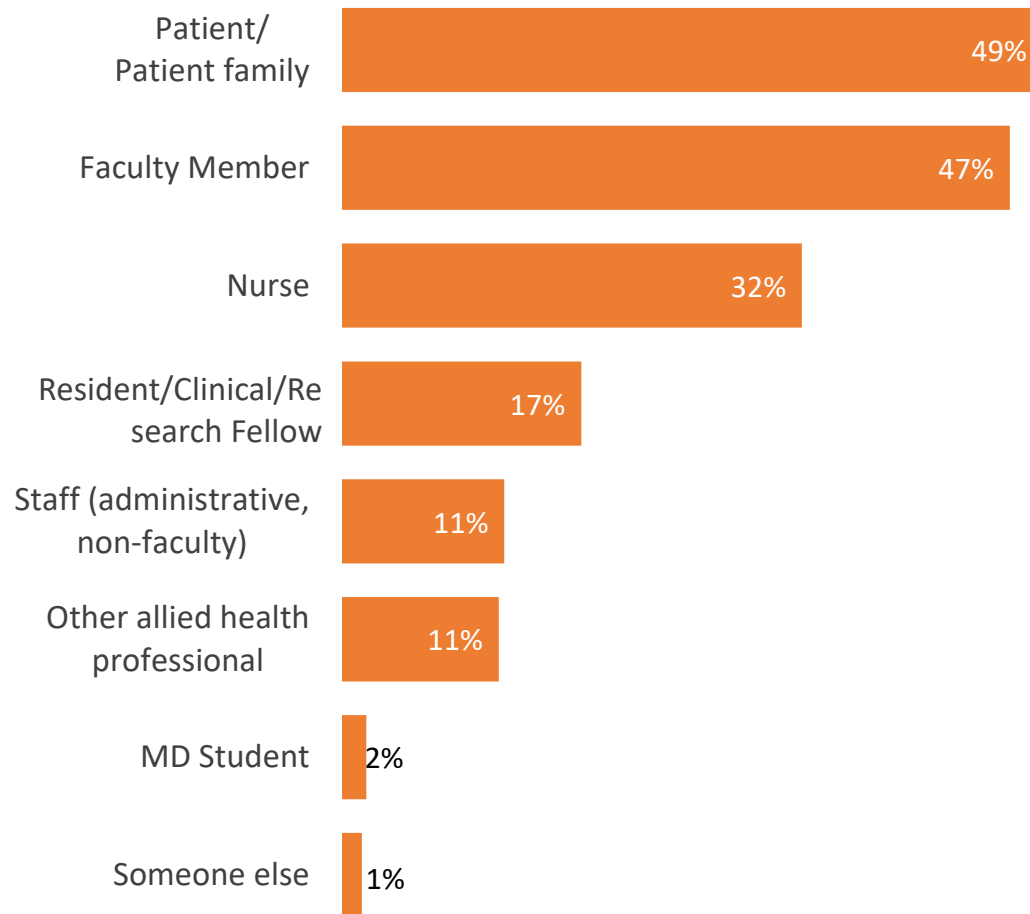
# In 2019, residents were more likely than in previous years to say they experienced harassment and discrimination (26% vs. 17% vs. 18%)

■ 2016 ■ 2017 ■ 2019



# Among those who said they experienced discrimination / harassment, half (47%) say a faculty member was the perpetrator

(% of those who experienced discrimination/ harassment; multi-response)



Of those who experienced harassment/discrimination from a faculty member, 71% said the faculty member was in a position to directly affect their academic/ professional opportunities.



# Contents

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Demographics

Overall Residency Experience

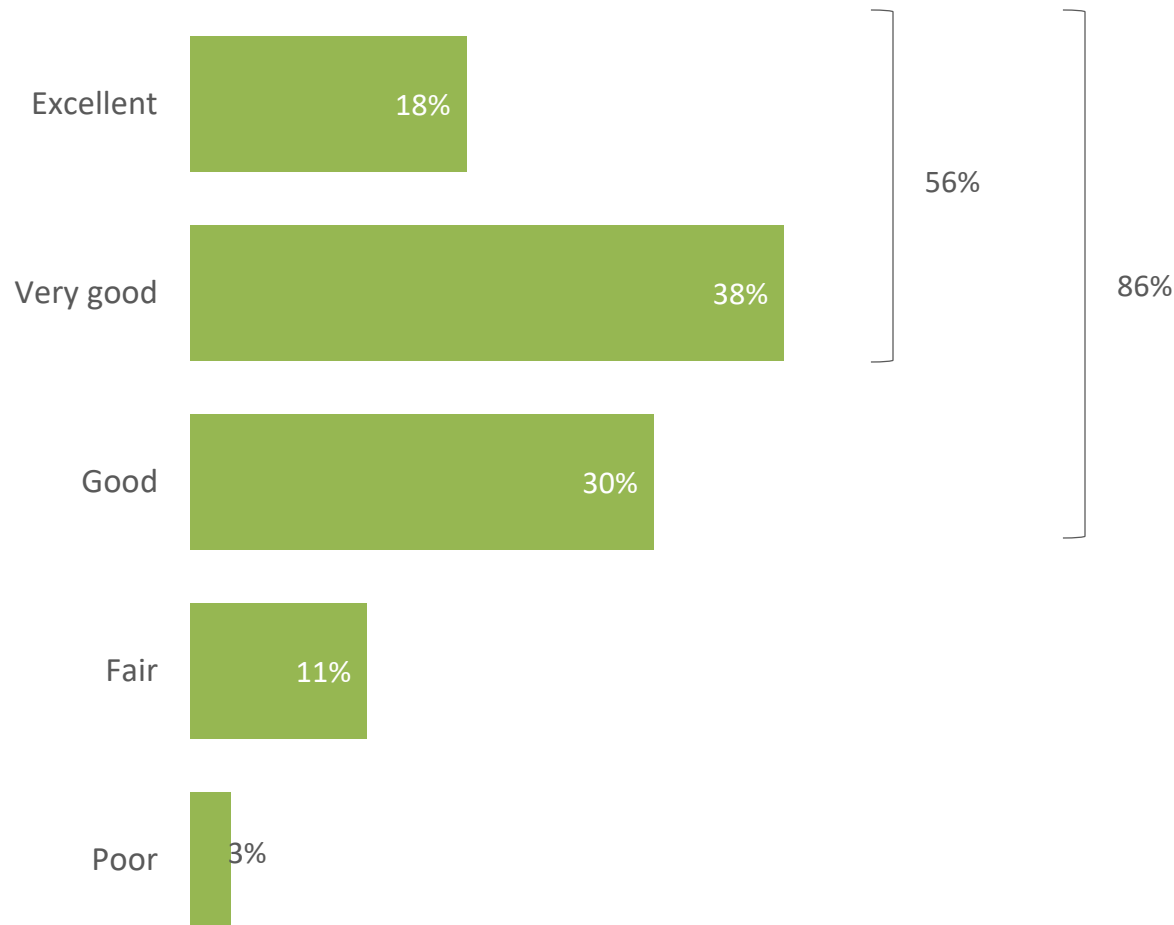
- Health and Wellness

Looking ahead

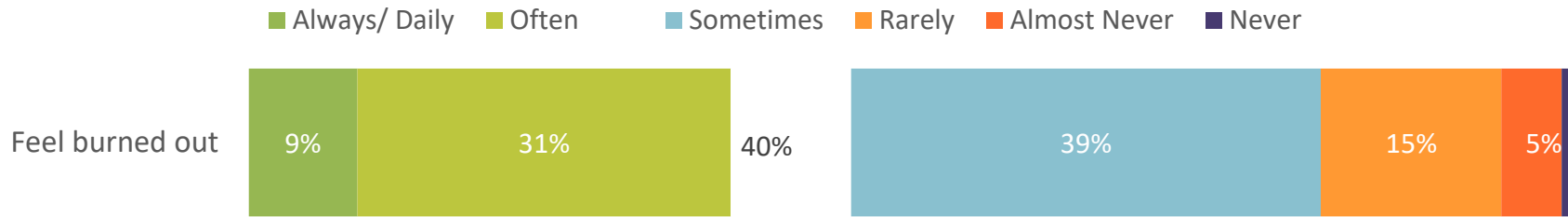


# 56% of residents describe their overall health as 'excellent' or 'very good'

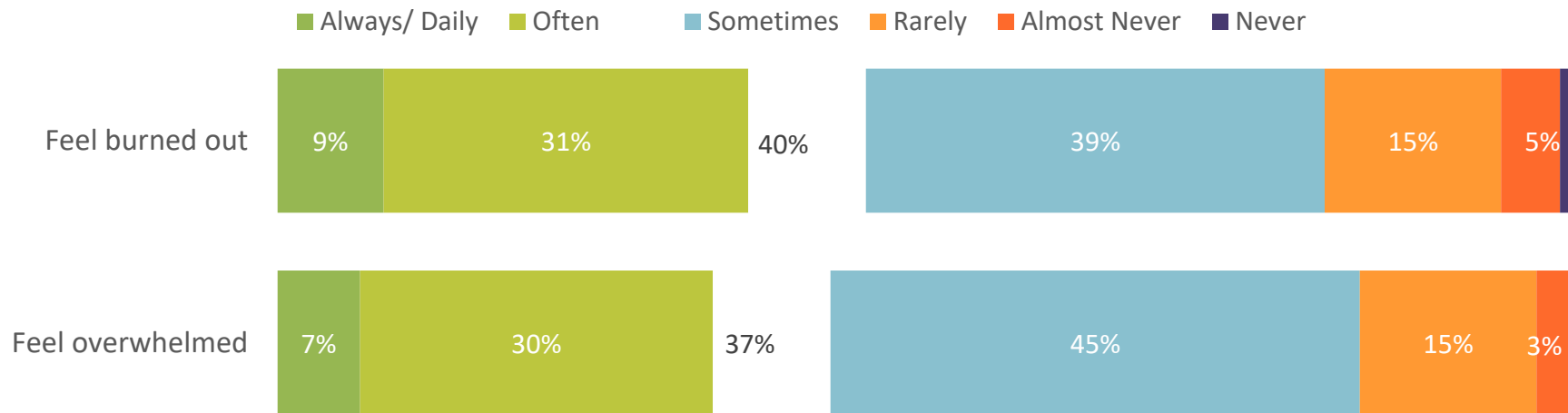
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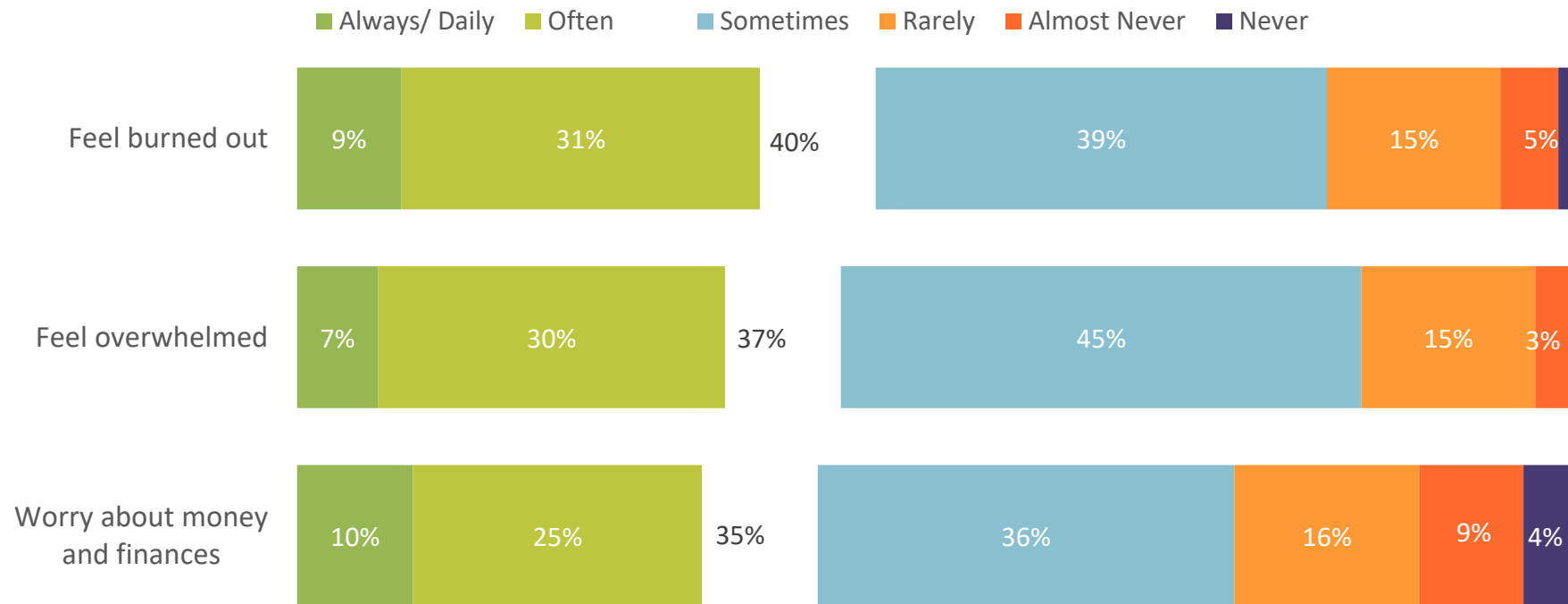
# 4 in 10 residents 'always' or 'often' felt burned out during the past academic year



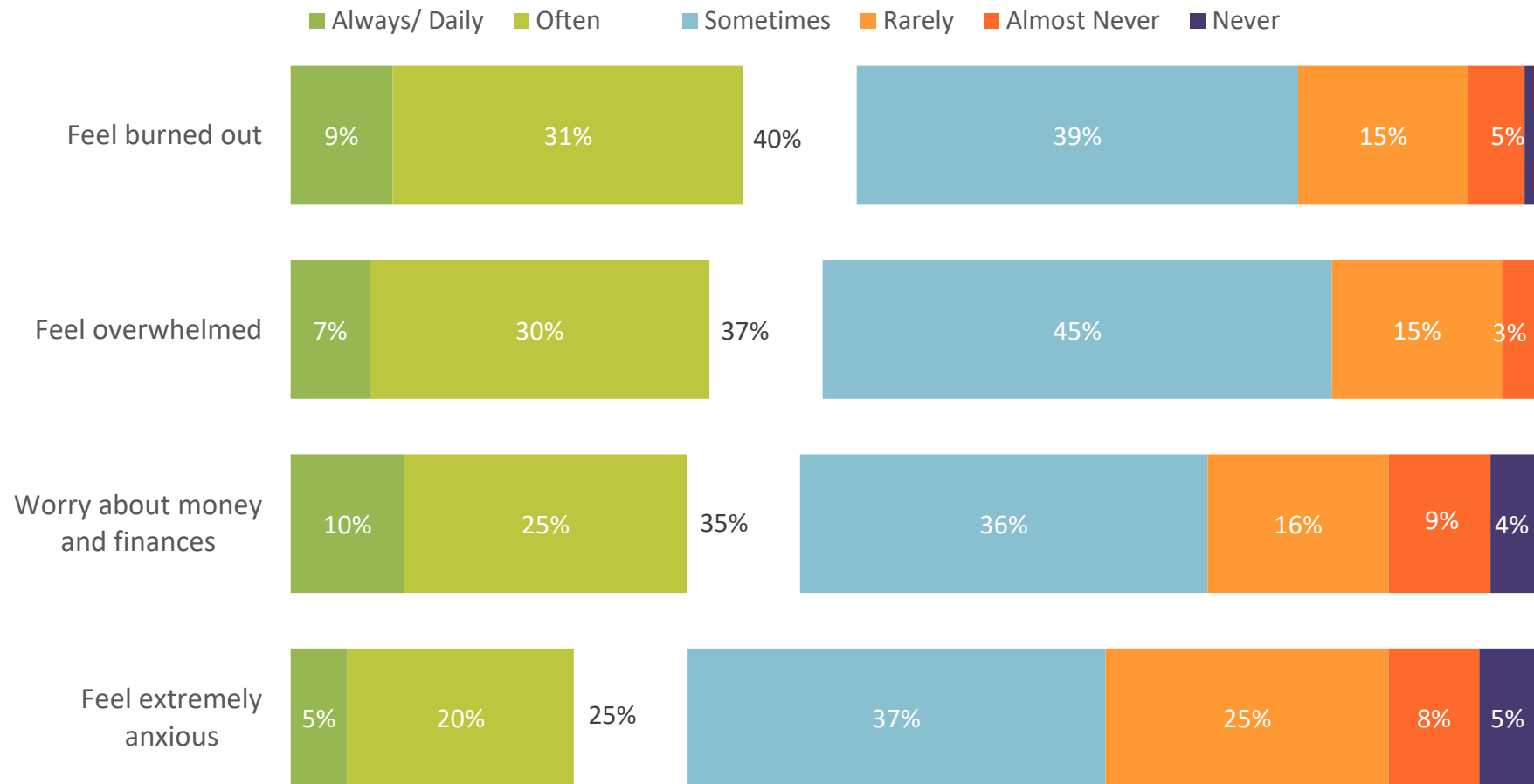
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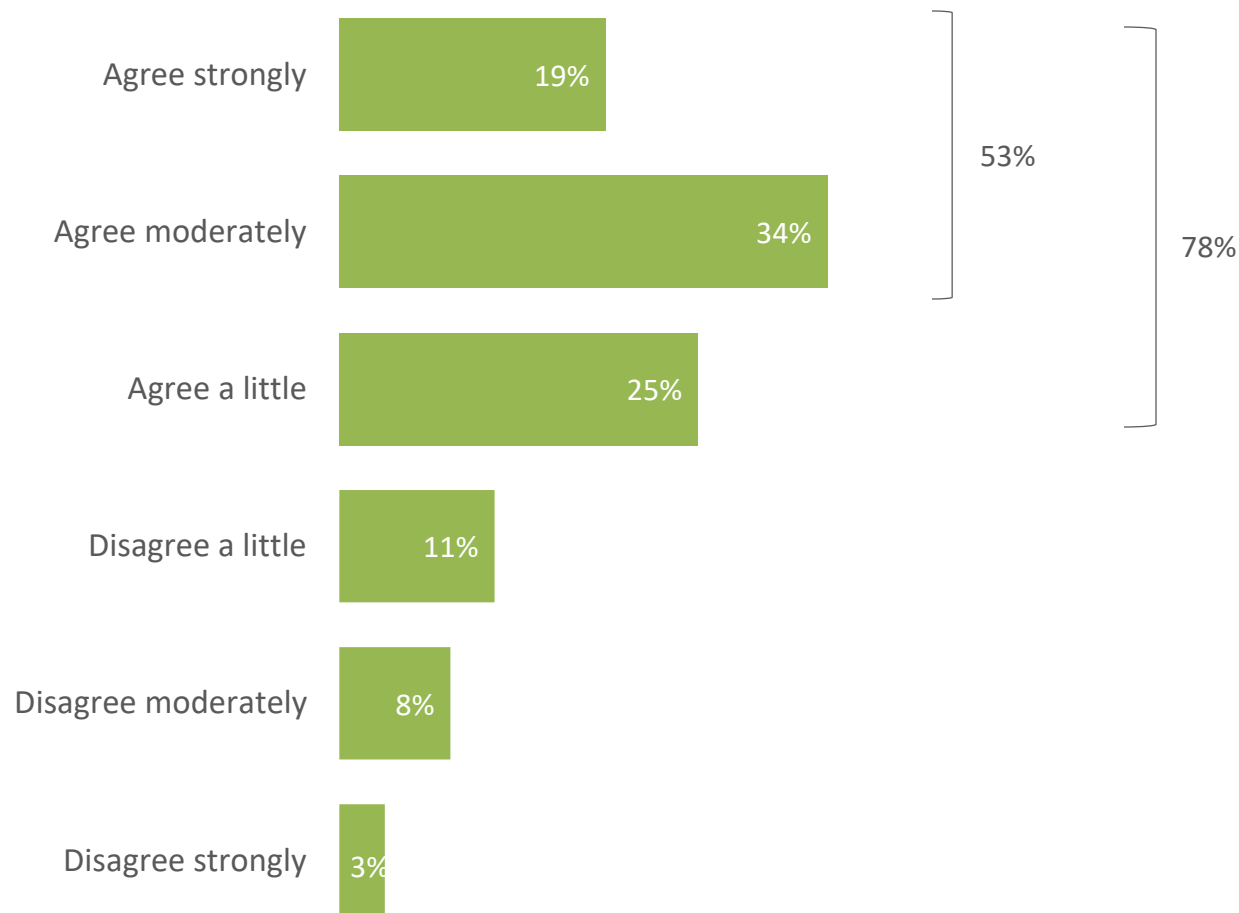


# 4 in 10 residents 'always' or 'often' felt burned out during the past academic year





# Only half of residents (53%) 'agree strongly' or 'moderately' their program supports the health and well-being of residents



# Contents

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Demographics

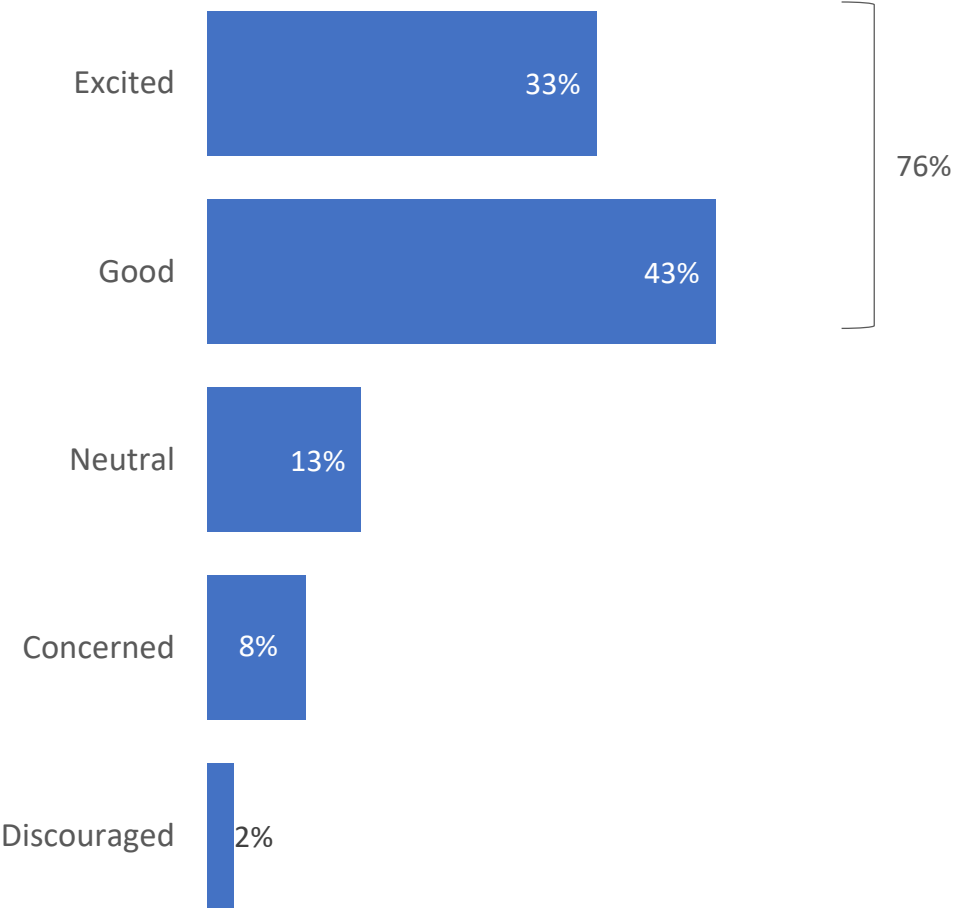
Overall Residency Experience

Health and Wellness

- Looking ahead



# 1 in 3 residents (33%) feel excited about their future career path





Voice of the Resident

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THANK YOU



# Contents

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Demographics

Overall Residency Experience

Health and Wellness

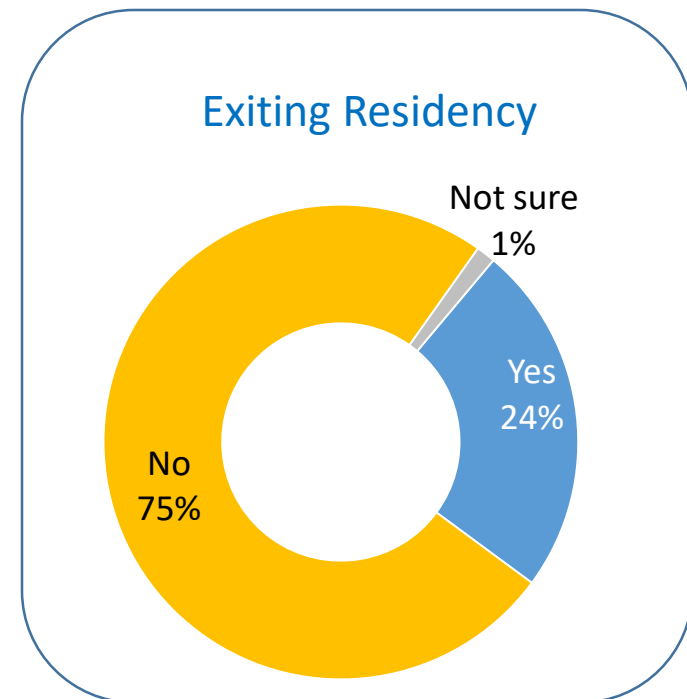
- Exiting Residents

Looking ahead

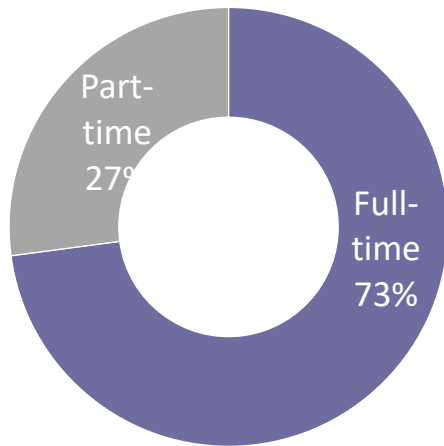


# Almost half (45%) are planning to work in a clinical practice immediately after completing residency

(multi-response; % of exiting residents)



### Clinical Practice Position



### Why doing a Locum

(multi-response; % of residents doing a Locum immediately after residency)

To experience clinical variety

69%

To assess potential future practice environment/ organization/ location

65%

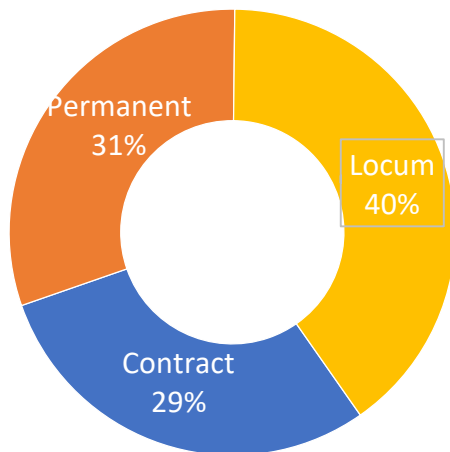
Don't want to settle yet

51%

Couldn't find permanent / full-time position that I wanted to take

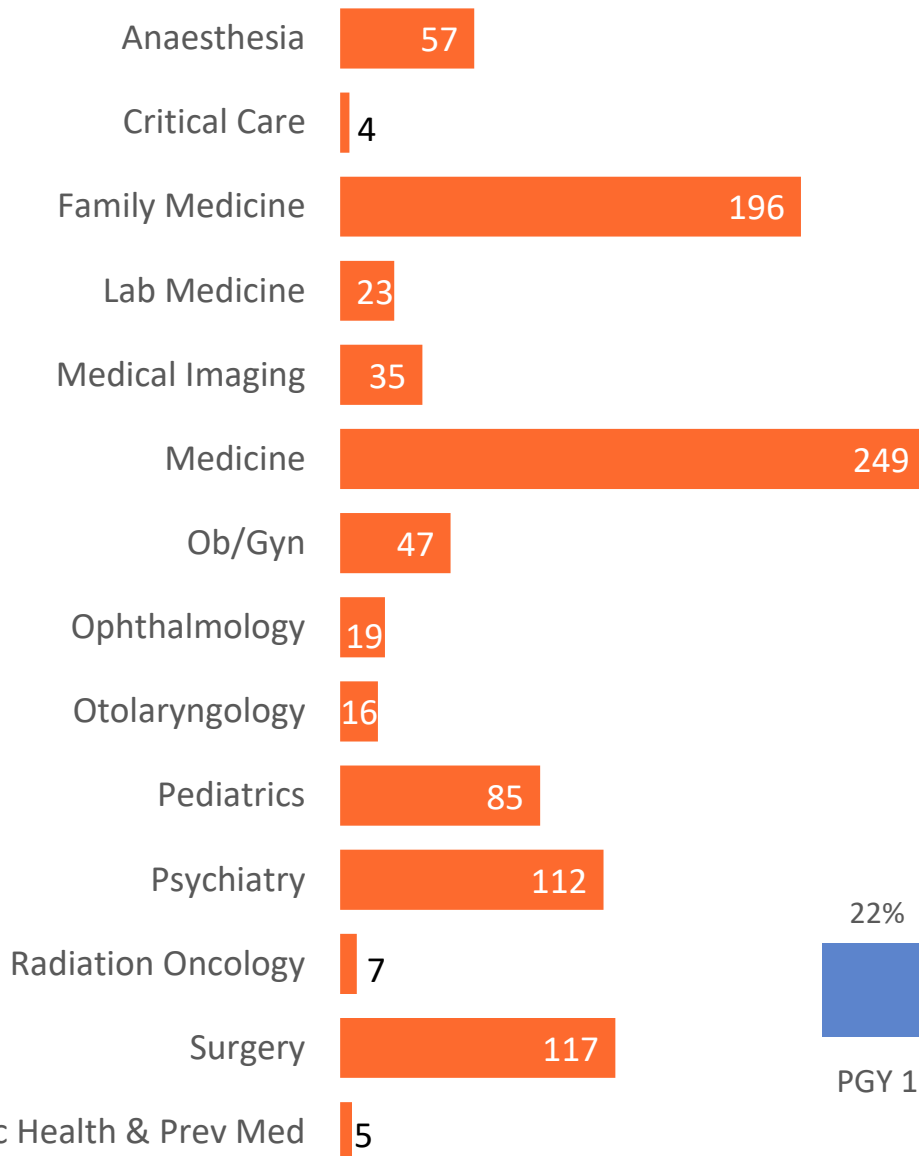
22%

### Clinical Practice Position Status



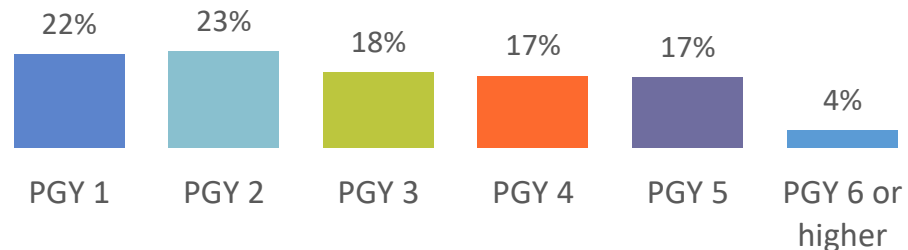
## Department

(Count)



6% are in CIP  
(n=50)

## PGY





Clinical Site	Count	Clinical Site	Count
Baycrest HS	6	Southlake Regional HC	12
CAMH	30	Sunnybrook HSC	137
Holland Bloorview	4	Sunnybrook HSC - St. John's	1
Holland Orthopaedic	1	THP - Credit Valley	10
Humber River	4	THP - Mississauga	8
Kensington Eye	5	THP - Queensway	2
Markham Stouffville	11	UHN - Princess Margaret	10
Michael Garron	29	UHN - TGH	123
NY General	40	UHN - Toronto Rehab	4
Ontario Shores	1	UHN - Toronto Western	80
Royal Victoria	8	UHT - St. Joseph's	22
SHN - Birchmount	2	UHT - St. Michael's	111
SHN - Centenary	2	WOHS – Brampton	1
SHN - General	8	Women's College	37
SHS - Bridgepoint	1	Somewhere else	34
SHS - Mount Sinai	88	I have not done a rotation since July 1 2018	14
SickKids	114		



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## Survey Discrimination Question\*

Now, please think back over the past academic year since July 1, 2018.

During the past academic year, how often, if at all, did you personally experience discrimination during the course of your residency program?

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.





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## Survey Harassment Question\*\*

Still thinking about your experiences during the past academic year (since July 1 2018), how often, if at all, did you personally experience harassment during the course of your residency program?

Harassment refers to a course of vexatious comment or conduct which the person knows or ought reasonably to know is unwelcome.

