

Report on Needs of the Sexual and Gender Minority Community at Stanford Medicine

Introduction

Stanford University School of Medicine is committed to supporting the needs of its diverse community, including those who identify as members of a sexual or gender minority group (SGM or LGBTQ). In order to address this commitment and understand the needs for those who identify as SGM within the School, medical students, graduate students, residents, postdoctoral trainees, fellows, faculty, and staff were invited to participate in a survey, developed by the School of Medicine Diversity Cabinet's LGBTQ Task Force, administered from October 4, 2017 through October 31, 2017.

The survey was administered by Stanford University's Office of the Vice Provost for Faculty Development and Diversity. Survey responses were stripped of any possible identifying information before being sent to the School of Medicine's Office of Faculty Development and Diversity for further analysis. The aggregated results, reported here, were collected to support two objectives: (1) Provide an initial census of the SGM community within the School of Medicine across various constituent groups, (2) gain an understanding of perceptions and needs regarding SGM issues from the entire School community. This report serves as one component of a continued, multi-pronged effort to engage a vibrant SGM community at Stanford Medicine.

A second component consisted of an LGBTQ Town Hall, held on January 22, 2018. This Town Hall, convened by the Dean and moderated by MD/PhD student Tim Keyes served as an opportunity for the community to brainstorm and discuss initiatives to strengthen the LGBTQ community presence at the School of Medicine. Half of the Town Hall was dedicated to discussing SGM presence and visibility, including initial planning of an inaugural medical campus-wide visibility event to take place this year; the remainder of the Town Hall was dedicated to an open-forum discussion.

Survey Results

Survey response rate and reach

Overall, 2866 individuals responded to the survey (29% response rate). Respondents were 49% staff, 23% faculty, 8% postdoctoral scholars, 6% residents and fellows, 5% medical students, 6% PhD or master's graduate students, and 1% other affiliates.

Approximate response rates by affiliated groups, calculated using Stanford Medicine's 2017 Diversity Dashboard and staff data from the Human Resources Group, were 35% of staff, 33% of faculty, 20% of postdoctoral scholars, 16% of residents and fellows, 32% of medical students, and 22% of PhD or master's graduate students.

Gender Identity and Sexual Orientation of Survey Respondents

Survey respondents identified as 64% female, 34% male, 0.66% genderqueer/gender non-conforming, 0.42% other, and 0.17% transgender; 0.7% of respondents preferred not to disclose their gender. Among persons who identified as genderqueer or gender nonconforming, equal proportions (16%) were faculty, medical students, or PhD/master's graduate students. Transgender respondents were primarily faculty or postdoctoral scholars (80%). The 32 survey respondents who self-reported another gender identity or chose not to disclose their gender were predominantly staff (38%) or faculty (31%). (**Table 1a.**)

When asked about sexual orientation, approximately 402 (14%) respondents identified as a sexual orientation other than "straight": Overall, this group consisted primarily of persons identifying their sexual orientations as lesbian/gay and bisexual. (**Table 1b.**)

Table 1: Survey Respondent Gender Identity and Sexual Orientation

1a. Gender Identity	n (%)
Genderqueer/Gender nonconforming	19 (0.7)
FTM, trans man, or MTF, trans woman (Transgender)	5 (0.2)
Other	12 (0.4)
Prefer not to disclose	20 (0.7)
Female	1829 (63.9)
Male	979 (34.2)
	<i>Total n=2864</i>
1b. Sexual Orientation	
Lesbian/Gay	200 (7.0)
Bisexual	129 (4.5)
Something else	50 (1.7%)
Don't know	23 (0.8%)
Straight	2460 (86.0%)
	<i>Total n=2862</i>

Respondents who left these questions blank are omitted from the table.

Data across SoM affiliation are provided for those survey participants who identified as being a member of a SGM group either in terms of gender identity, sexual orientation or both (i.e., Genderqueer/Gender nonconforming, Transgender, Other gender identity, Lesbian/Gay, Bisexual, or Something else). SGM respondents made up the largest proportion of PhD or Master's Graduate students (31%) and MD Graduate students (26%). (**Table 2.**)

Table 2: SGM and Non-SGM Survey Respondent by School of Medicine Affiliation

Orientation	Affiliation					
	Faculty	MD Graduate Student	PhD or Master's Graduate Student	Postdoctoral Scholar	Resident/Fellow	Staff
SGM	69 (10.5)	39 (25.8)	59 (31.4)	42 (17.6)	32 (18.4)	145 (10.4)
Non-SGM	586 (89.5)	112 (74.2)	129 (68.6)	197 (82.4)	142 (81.6)	1245 (89.6)

Respondents who marked "prefer not to disclose" to the gender identity question, "don't know" to the sexual orientation question, "other" to the affiliation question, or who left either question blank are omitted from the table.

Sense of Community and Community Building

Respondents were most likely to perceive some sense of an SGM community within the School of Medicine. Among trainees, 42% of medical students perceived a strong sense of an SGM community, compared to only 11% of master's or PhD graduate students, 9% of postdoctoral scholars, and 9% of residents/fellows (**Table 3**).

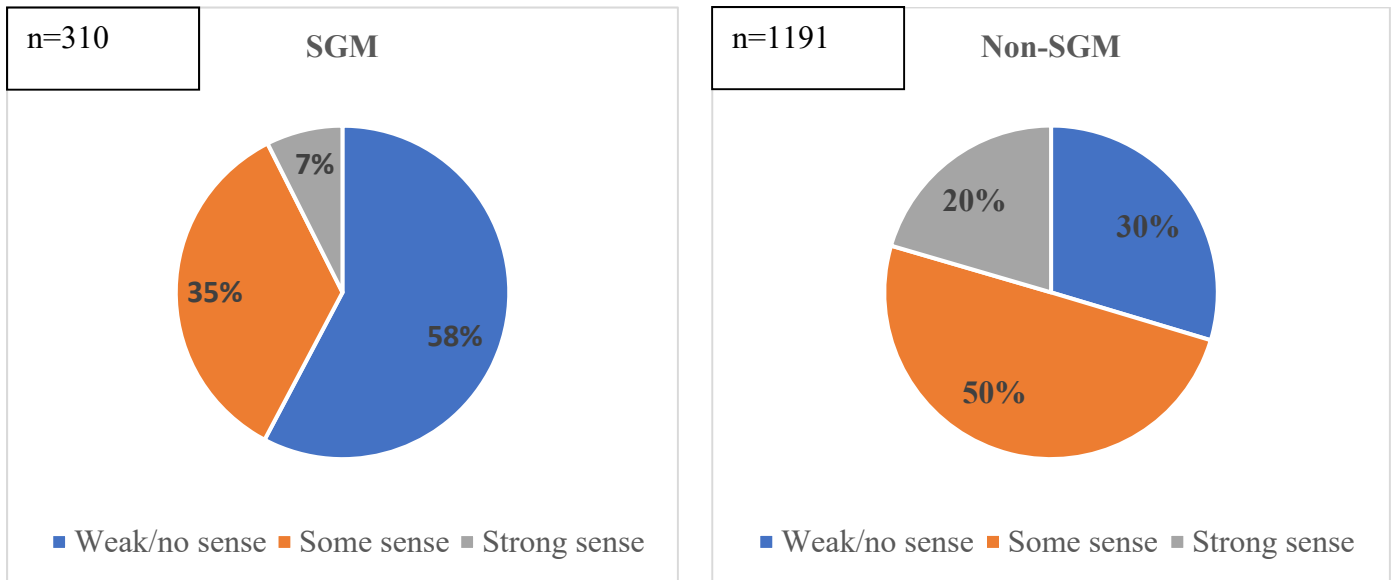
Table 3: Sense of SGM Community Among All School of Medicine Affiliates

Sense of Community	Affiliation					
	Faculty	MD Graduate Student	PhD or Master's Graduate Student	Postdoctoral Scholar	Resident/Fellow	Staff
Strong sense	69 (17.6)	53 (41.7)	13 (11.0)	11 (9.0)	8 (8.5)	114 (17.6)
Some sense	198 (50.5)	61 (48.0)	67 (56.8)	52 (42.6)	52 (55.3)	274 (42.4)
Weak/no sense	125 (31.9)	13 (10.2)	38 (32.2)	59 (48.4)	34 (36.2)	259 (40.0)

Respondents who marked "other" affiliation, "not sure" or "don't know" to the sense of community question, or who left these questions blank are excluded from the table.

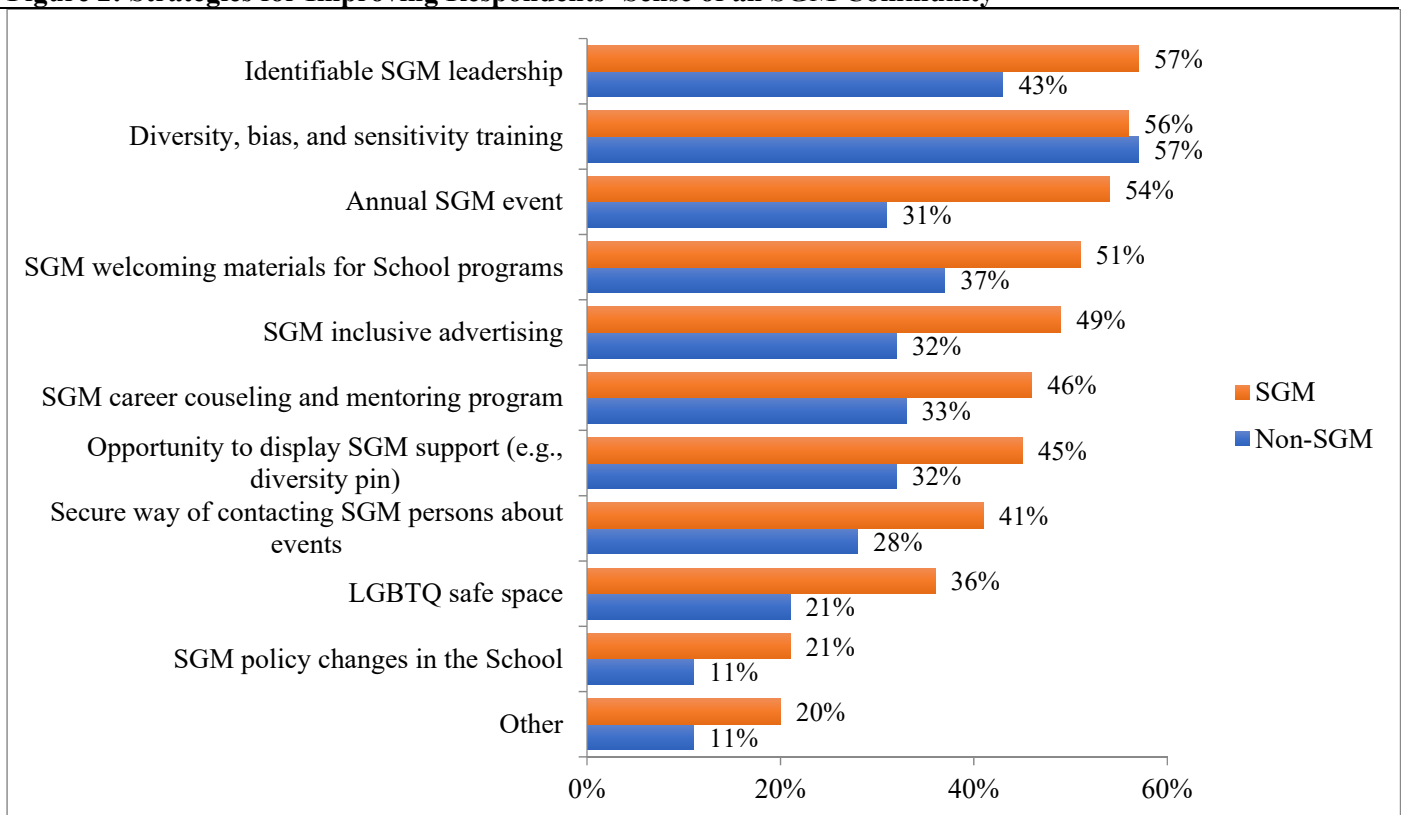
Regardless of affiliation, Non-SGM respondents were more likely to perceive some or a strong sense of an SGM community relative to their SGM counterparts (Figure 1).

Figure 1: Sense of SGM Community By SGM Identification



When asked to identify efforts or initiatives that may improve participants’ sense of SGM community, the top three needs across the overall survey sample included: diversity, bias and sensitivity training (57%); identifiable leadership within the School of Medicine supporting SGM concerns and interests (46%); and SGM welcoming materials for School programs (40%). When evaluated exclusively among SGM community members, the top-ranked needs differ somewhat: identifiable leadership (57%); diversity, bias, and sensitivity training (56%); and an annual event celebrating SGM community members (54%). (Figure 2).

Figure 2: Strategies for Improving Respondents’ Sense of an SGM Community

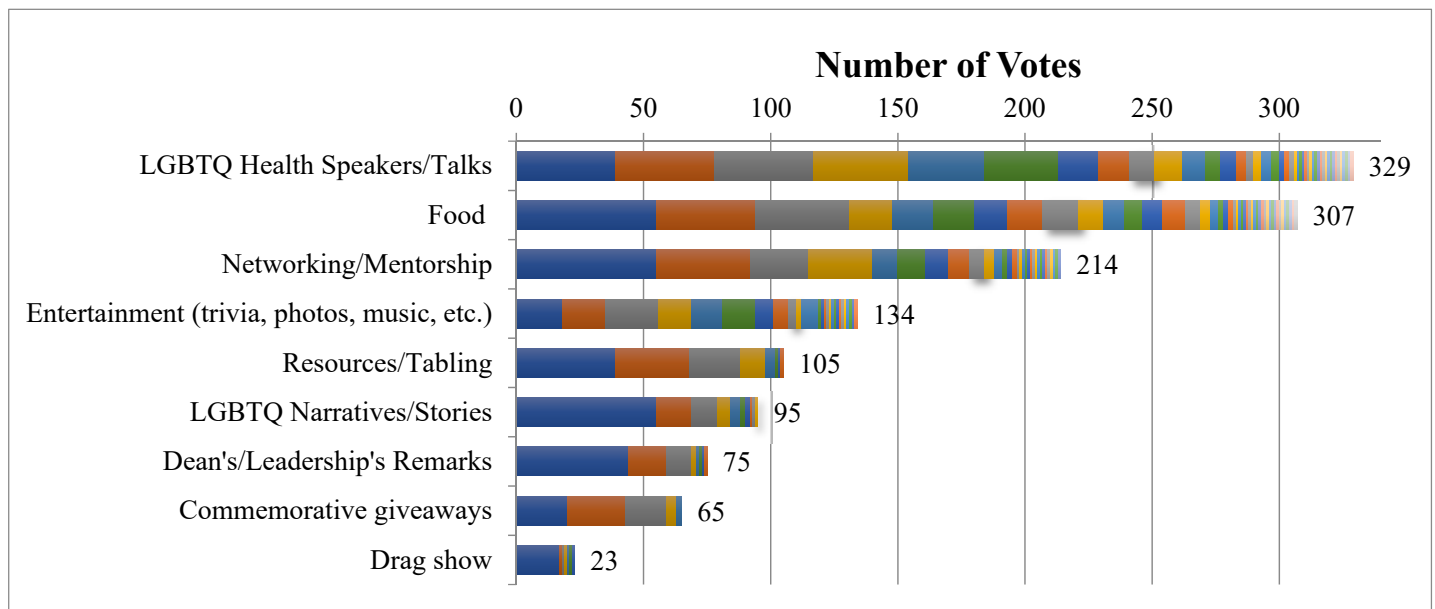


SGM Town Hall

On January 22, 2018, an inaugural Dean’s LGBTQ Town Hall was held after having been initiated by LGBTQ-Meds (Stanford Medicine’s LGBTQ medical student association) and sponsored by the Office of the Dean, LGBTQ-Meds, the Stanford University Minority Medical Alliance (SUMMA), and the Office of Medical Student Affairs. The format of the event was set as a facilitated discussion that leveraged an anonymous live-polling platform (Poll Everywhere) to collect data regarding each topic of discussion. According to these data, the Town Hall was attended by over 123 members of the Stanford Medicine community (ranging from staff, students, faculty, residents, fellows, and researchers).

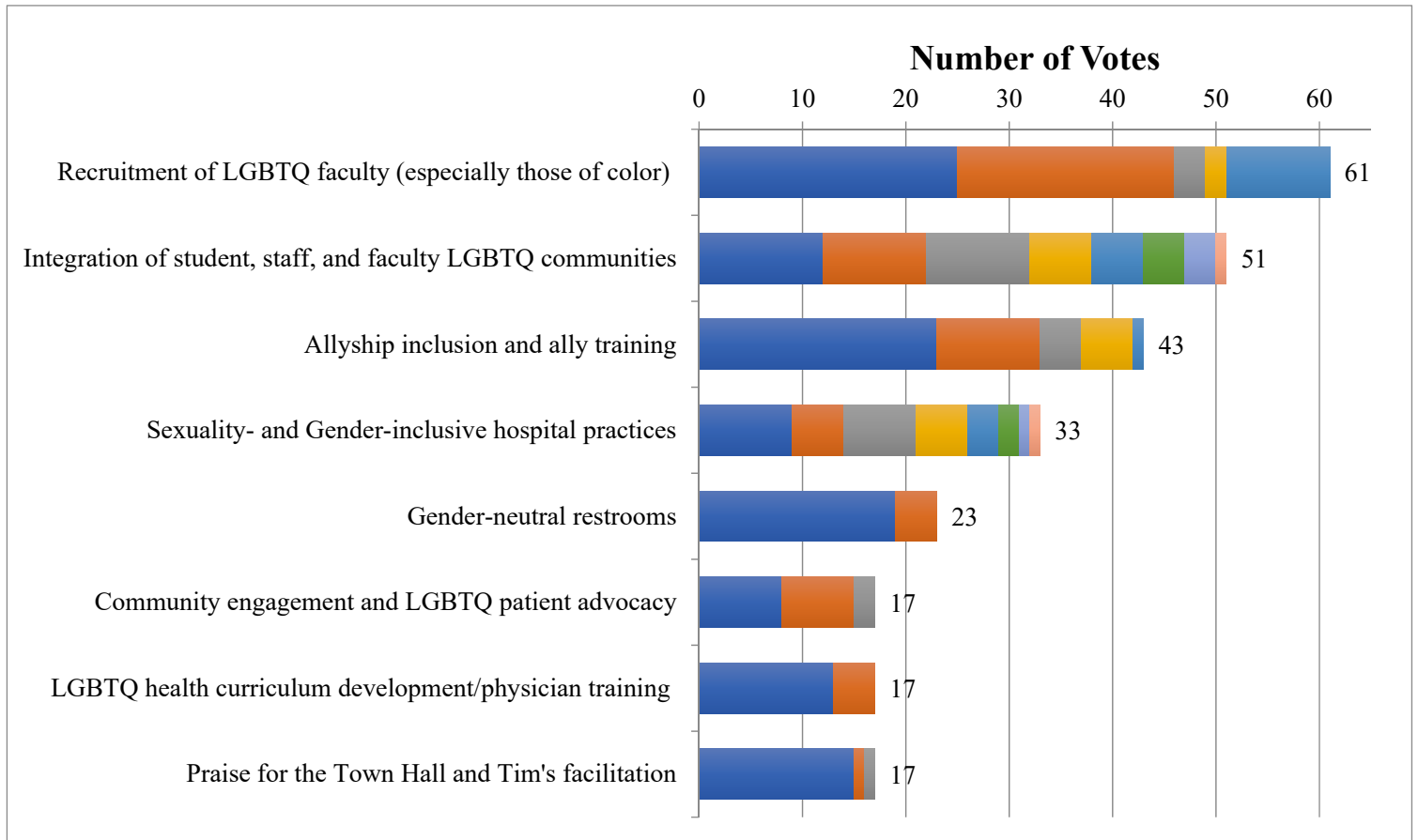
The first half of the Town hall served as a community-based participatory planning session for Stanford Medicine’s first Annual Day of LGBTQ Visibility, which is planned to take place this year. During the planning session, 85% of Town Hall attendees indicated a preference of hosting the visibility event on a weekday evening in the first or second week of October, and 76% preferred that the event take place either on the lawn of the Li Ka Shing Center for Learning and Knowledge or in Berg Hall. Preferences for the content of the Town Hall were numerous and varied—however, hosting talks about LGBTQ health and research, food and refreshments, and networking opportunities were the ideas that received the highest total number of votes from the community. (**Figure 3**. Note that data are expressed as the total number of “upvotes” that each idea received during the town hall, with each colored section of the bars representing one unique “mention” of the idea during polling.)

Figure 3: Brainstorming Data Regarding the Content of the LGBTQ Visibility Event



During the open-forum, attendees identified several issues on which to focus future diversity and inclusion initiatives. Among the most mentioned were increasing recruitment of SGM-identifying faculty (especially those of color), furthering efforts to integrate the LGBTQ community across all levels of SOM affiliation, and allyship and sensitivity training. Further data, grouped into eight main domains after qualitative analysis, are summarized in **Figure 4**.

Figure 4: Identified domains for Further Development of the LGBTQ Community at Stanford Medicine



At the end of the Town Hall, commemorative SGM diversity pins commissioned by the Diversity Cabinet and designed by medical student Ryan Brewster were distributed to all attendees.

Conclusion

The SGM Community within the School of Medicine spans a sizable number of individuals across students, trainees, faculty, and staff. Through both the inaugural SGM Survey and LGBTQ Dean's Town Hall, it is clear that the sense of community felt among this group should be expanded through a variety of means. To this end, the School of Medicine Diversity Cabinet has formalized the LGBTQ Task Force as an official sub-committee to further develop initiatives regarding SGM affairs within the School in collaboration with the active LGBTQ-Meds medical student group. The newly released Stanford Medicine SGM pin has provided one way to show support for Stanford's SGM community. To address the areas cited as most important for the needs of the community, the Dean's Office will continue to work in close collaboration with departments to identify LGBTQ leaders within academic medicine for prominent roles within the Stanford Medicine community. In addition, SGM-specific content is being rolled out across student and trainee curricula as well as in faculty development programming and will continue to be reviewed and added to. Through the Dean's support and the leadership of the student community, an annual School of Medicine SGM visibility event is being planned for Fall 2018, which will provide an opportunity for members of SGM and allied communities to network, present their research, share their thoughts with senior leaders, and distribute community resources as we work towards a more cohesive inclusive LGBTQ presence at the SOM.