

## **LEARNING OBJECTIVES**

**1-20-22**

**PERFORMANCE GAP/ ACTIVITY NEED:** Having a disparity of women in surgery provides patients with less options and may adversely affect female patients, in particular, especially as they may want to be seen by gender concordant providers. I will be highlighting multiple recent studies examining implicit bias as it affects surgical trainees and attending physicians. I will also be discussing new and relevant studies on referral patterns and patient outcomes as it relates to their gender and that of their surgeons. Physicians can use this information to make more informed referrals to surgeons, as well as examine how their own behavior and/or implicit biases affect the specialty of surgery overall. [Pearre, personal communication, 1/19/22).

**DESIRED OUTCOMES:** At the end of the activity, attendees will be able to:

- review the history of women in medicine and surgery.
- recognize that a gender disparity exists in medicine and in surgery.
- determine what factors contribute to this disparity.
- address ways to mitigate the gender inequity.
- describe ways this may affect patient outcomes as well as discussing a patient's role in perpetuating this gap.

**LEARNERS:** all clinicians

**DESIRABLE PHYSICIAN ATTRIBUTE:** provide patient-centered care, apply evidence-based practice