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The Role of Race and Gender in the Career Experiences of Black/African-American Academic Surgeons: A Survey of the Society of Black Academic Surgeons and a Call to Action

Visual abstract by @angelenacrown and @kathie_josephMD



Survey



Active SBAS Faculty



N = 31 (58%)



N = 22 (42%)



Men are more likely to attain a rank of full professor
Women 7% vs Men 45%, $p=0.01$



Experience with **racial** bias is highly prevalent among both genders
Women 84% vs Men 85%, NS



Experience with **gender** bias is more common among women
Women 97% vs Men 27%, $p<0.001$

Despite efforts to increase diversity, high rates of racial bias persist in the workplace. Black/AA women also report experiencing a high rate of gender bias and challenges in academic promotion.

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Intersectionality in Academic Surgery: The Double Edge Sword of Being Black and a Woman in General Surgery Residency



Few Black/AA Women Faculty in Academic General Surgery

<1%

Study Design

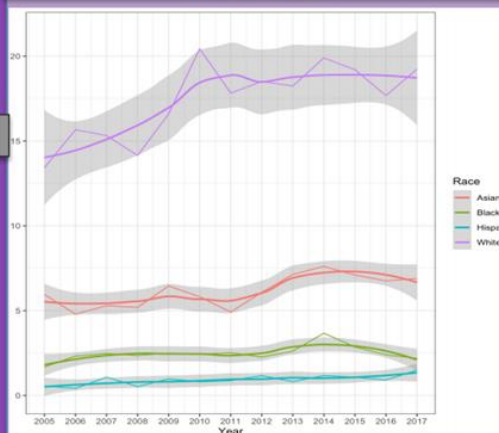
Retrospective analysis of AAMC, ERAS, & GME data (2005-2017) stratified by Race & Gender

General Surgery Residency

Application Rate
Matriculation Rate
Graduation Rate



Results



Yearly percent women surgical graduates by race with overlying Loess trend and 95% confidence envelope

Conclusions

2.5% of General Surgery Residency Graduates are Black/AA Women

Their rate of graduation remains **Low and Unchanged**, despite an increase in Application Rates

Rates

