

# Confronting the Challenges to an Inclusive Culture in Surgical Residency

**We convened a small group of residents with balanced gender and training level to discuss our experiences with regards to cultural acceptance and inclusivity in our training program.**

## Current State of Our Culture

A natural consequence of greater diversity is encountering people whose experiences are different from your own. In many fields this would be difficult, and surgery is no exception, with its strict hierarchy and own rigid set of norms. Residents may feel out of place for not conforming to the stereotypical surgeon identity.



## Challenges to an Inclusive Culture

The strengths of this culture may become shortcomings when they are applied too rigidly. Examples:

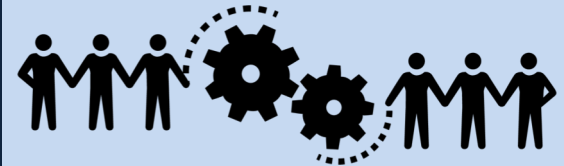
- A commitment to tradition & dogma
- A rigid training hierarchy
- A sense of personal resilience
- A strong competitive nature
- A sense of personal accountability
- A feeling of obligation/sacrifice
- A strong sense of camaraderie



## Committing to New Values

We committed to integrating the following key responsibilities into our traditional training:

- Diversity
- Speaking Up
- Feedback
- Acknowledgment
- Accountability
- Forgiveness
- Professionalism



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