

Identified Gender Equity Barriers and Michigan Promise Interventions

Barrier	Examples of Intervention(s)
Unconscious Bias	<ul style="list-style-type: none">• Department wide mandatory bias and awareness training• Strategic grand round series with noted experts in diversity• Strategic recruitment
Mentorship/Sponsorship	<ul style="list-style-type: none">• Faculty launch program• Mentorship training
Work-Life Integration	<ul style="list-style-type: none">• Limiting meetings after 5pm• Addressing family leave policies (maternity/paternity)• Declining to pursue elective weekend operating block time
Academic/Leadership Opportunity	<ul style="list-style-type: none">• Directed sabbatical time• Leadership development programs• Faculty exchange programs
Gender Norms	<ul style="list-style-type: none">• Enhancing the visibility of women in departmental leadership positions• 2017-2018 Grand Rounds series featuring only prominent women in surgery

For additional information on the examples of interventions, read more about our initiatives: <https://medicine.umich.edu/dept/surgery/faculty-life/our-initiatives>.