

# Characteristics, barriers, and career intentions of a national cohort of LGBTQ+ MD/PhD and DO/PhD trainees

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## Background

- LGBTQ+ individuals continue to suffer worse health outcomes<sup>1</sup>
- 4% of US physicians identify as LGBTQ+<sup>2</sup>
- LGBTQ+ PhD students more likely to not complete their programs<sup>3</sup>
- LGBTQ+ trainees and scientists to report feeling “invisible”<sup>4</sup>

## Hypothesis

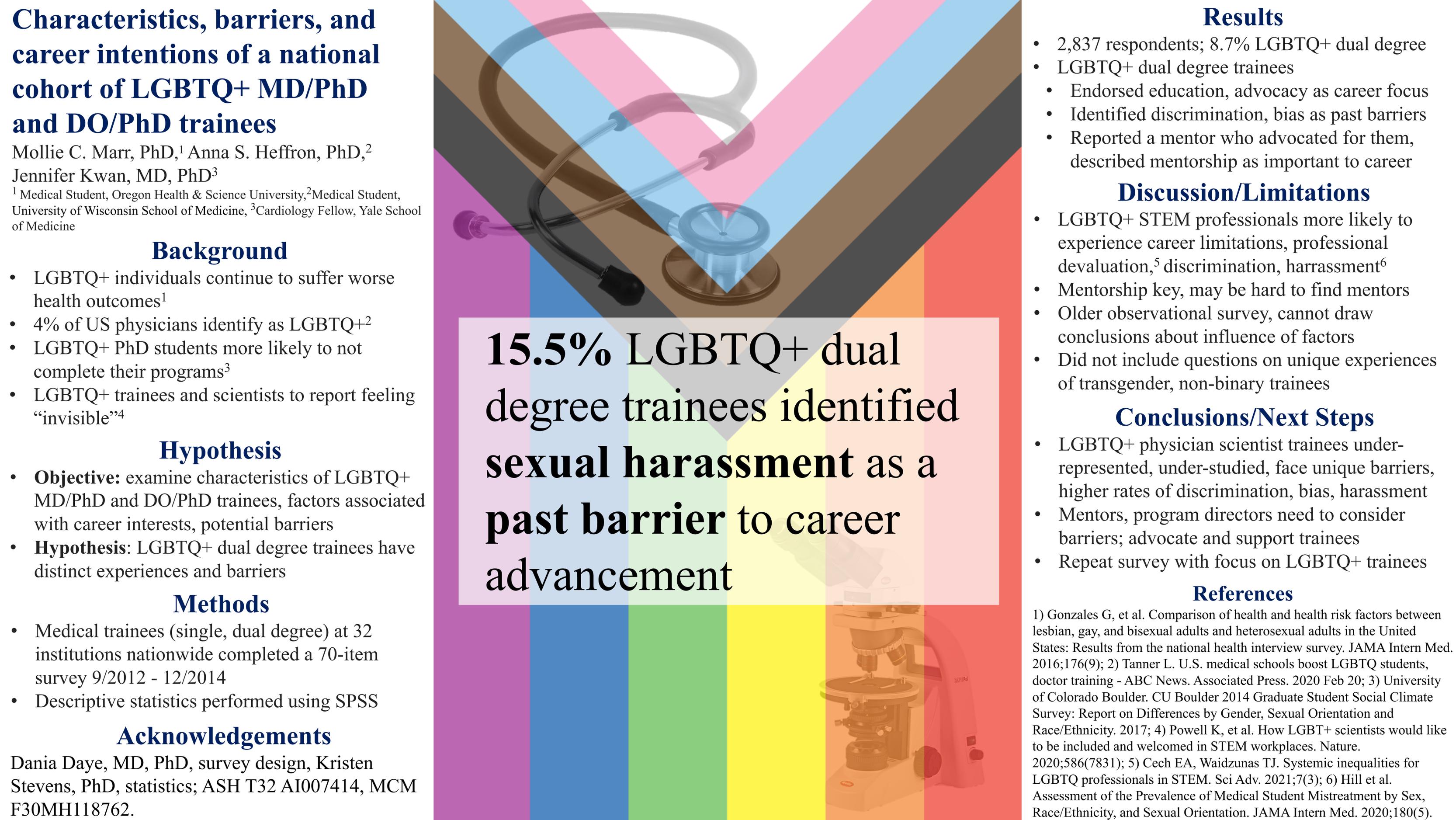
- **Objective:** examine characteristics of LGBTQ+ MD/PhD and DO/PhD trainees, factors associated with career interests, potential barriers
- **Hypothesis:** LGBTQ+ dual degree trainees have distinct experiences and barriers

## Methods

- Medical trainees (single, dual degree) at 32 institutions nationwide completed a 70-item survey 9/2012 - 12/2014
- Descriptive statistics performed using SPSS

## Acknowledgements

Dania Daye, MD, PhD, survey design, Kristen Stevens, PhD, statistics; ASH T32 AI007414, MCM F30MH118762.



**15.5% LGBTQ+ dual degree trainees identified sexual harassment as a past barrier to career advancement**

## Results

- 2,837 respondents; 8.7% LGBTQ+ dual degree
- LGBTQ+ dual degree trainees
  - Endorsed education, advocacy as career focus
  - Identified discrimination, bias as past barriers
  - Reported a mentor who advocated for them, described mentorship as important to career

## Discussion/Limitations

- LGBTQ+ STEM professionals more likely to experience career limitations, professional devaluation,<sup>5</sup> discrimination, harassment<sup>6</sup>
- Mentorship key, may be hard to find mentors
- Older observational survey, cannot draw conclusions about influence of factors
- Did not include questions on unique experiences of transgender, non-binary trainees

## Conclusions/Next Steps

- LGBTQ+ physician scientist trainees under-represented, under-studied, face unique barriers, higher rates of discrimination, bias, harassment
- Mentors, program directors need to consider barriers; advocate and support trainees
- Repeat survey with focus on LGBTQ+ trainees

## References

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