

Supplemental Digital Appendix 2

Microaggression Survey

Demographics:

How old are you?

- 20-25
- 26-30
- 31-35
- 36-40
- 41-50
- 51-60
- 61-70
- 71-90

What is your identified gender?

- a) Female
- b) Male
- c) Other (please specify) ____

What is your racial/ethnic heritage?

- a) American Indian or Alaska Native
- b) Asian
- c) Black or African American
- d) Hispanic
- e) Native Hawaiian or Other Pacific Islander
- f) White (non-Hispanic)
- g) Other (please specify) ____

What is your current job title?

- a) Resident
- b) Fellow
- c) Associate Professor
- d) Assistant professor
- e) Professor

Did you complete a fellowship?

- a) Yes
- b) No

If out of training, how many years have you been independently practicing since graduation from residency or fellowship?

- a) ____
- b) N/A

What division do you work in?

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- a) Cardiothoracic Surgery
- b) General Surgery
- c) Neurosurgery
- d) Obstetrics and Gynecology
- e) Ophthalmology
- f) Orthopedic Surgery
- g) Otolaryngology
- h) Pediatric Surgery
- i) Plastic and Reconstructive surgery
- j) Surgical Oncology
- k) Urology
- l) Vascular Surgery

Do you care for any children <18 years of age?

- a) Yes
- b) No

Do you work part time or full time?

- a) Full time (>40 hours per week?)
- b) Part time (<40 hours per week)

How many days do you operate per week on average?

- a) 0-1
- b) 1-2
- c) 2-3
- d) 3-4
- e) >4

Where do you primarily operate?

- a) Sandoval Regional Medical Center (SRMC)
- b) University of New Mexico Main Operating Room (UNM Main)
- c) Private (off site rotations)
- d) Veteran's Affairs Hospital (VA)
- e) Outpatient Surgery and Imaging Services (OSIS)
- f) Other ____

Sexist Microaggressions Experiences and Stress Scale (Sexist MESS)

Instructions:

This survey consists of statements that describe experiences some women have in their lives. Please read each statement carefully and then rate each statement based on your personal experiences. First, rate how often you have had this experience in your own life. Second, rate how stressful each experience is for you when you do experience it. Please use the following scale:

How Often:	0 = Never	How Stressful:	0 = Not at all Stressful/NA
	1 = A Few times		1 = Minimally stressful
	2 = Many times		2 = Moderately stressful
	3 = Most of the time		3 = Extremely stressful

1. You have attempted to 'overcompensate' for being female
2. You have attempted to appear assertive at work or school so that your colleagues do not dismiss you because you are a female
3. You have attempted to hide your emotions at work or school in order to not appear too emotional
4. You have intentionally dressed in ways considered less feminine (swapping a skirt for pants, etc.)
5. You have been catcalled or whistled at by male strangers
6. The first compliment someone has given you was related to how you look ("you're so pretty," etc.)
7. A male stranger has complimented your body
8. You have received unsolicited comments about your physical appearance
9. A male has greeted you by saying "hey sexy"
10. You have noticed someone looking at your body instead of listening to you talk
11. You have been referred to as a body part ("tits," etc.)
12. You have been told you are "too pretty" to do something (to frown, to be mad, etc.)
13. You have overheard other females being referred to as a body part ("tits," "piece of ass," etc.)
14. You have overheard males talking about other females in degrading terms ("bitch," "slut," etc.)
15. You have seen images of female bodies in the media that do not reflect your own body
16. You have overheard males being told to "not act like a girl" or to "be a man"
17. You have been told there is no longer a need for a women's rights movement
18. You have been told women no longer experience discrimination
19. You have expressed concerns about sexism and, you were told that sexism does not exist
20. You have expressed concern about sexist discrimination, and you were told that you were too sensitive, too crazy, or wrong
21. You have discussed sexist discrimination with someone, and that person told you that they were not sexist
22. You have heard women referred to as "femi-nazis"
23. You have heard someone in a position of authority (news pundit, politician, teacher, etc.) say that women are to be blamed when they are sexually assaulted.
24. You have overheard others joking about rape

25. You have been told that women have all the same rights as men
26. You have overheard others complaining about women's liberation
27. You have been asked when you want to get married before you were asked if you want to get married at all
28. You have been asked when you are going to have children before you were asked if you want any children at all
29. You have been asked how many children you want before you were asked if you want any children at all
30. You have been asked about your "dream wedding"
31. You have been asked why you are not married
32. You have been told "you will make a great wife someday"
33. You have been told you need to change your body in some way in order to be attractive to men
34. You have been told you need to watch your weight
35. You have been told "you would be so pretty if you..." (smiled more, lost weight, changed something about your appearance)
36. You have been in a work, school, home, or social setting where the person in charge asked only males to provide feedback
37. You have been in a work, school, home, or social setting where a male was automatically allowed to dictate the agenda
38. Someone has assumed a male was responsible for work you actually did
39. A male has ignored or dismissed your contribution at work, school, home, or in a social setting
40. You have been in a work, school, home, or social setting where the more complicated tasks were assigned to males
41. You have been passed over for an important project or promotion for which you were qualified, and the role was given to a male instead
42. A male has spoken for you at work, school, home, or in a social setting
43. A male peer, family member, coworker, or fellow student was the only member praised for group work you contributed to
44. You have been in a group at work, home, school, or in a social setting where a male automatically assumed the leadership role

Surgeon Specific Questions:

Have you experienced any of the following: Mark all that apply

- Told to wear glasses/pants/change hair color to be taken seriously
 - Pretended to be interested in a sport or activity (i.e. drinking whiskey) to be included in conversation or event outside work
 - Hidden personal life or change personality to adapt to work environment (i.e. a pregnancy or relationship?).
 - Mistaken for a nurse/OT/PT/receptionist or asked when the doctor is coming in
 - Someone was surprised you are as good or better than a male physician
 - Need to ask circulating nurse or anesthesiologist many times to get surgical supplies or bed height changes
 - Pre-apologized before asking for something from another healthcare provider (i.e. scrub tech or nurse)
 - Unable to obtain correctly sized gloves, shoe covers, scrubs or medical device handles while male colleagues did not have these issues
 - Difficulty with scrubs being too revealing (i.e. gaping V-neck top)
 - Had difficulty finding a female mentor
 - Felt excluded from networking opportunities due to gender
 - Referred to as a "girl" at work
 - Told you look too young to be a doctor
 - Noticed that nurses treat you in a different and more negative manner than your male colleagues
 - Received unsolicited advice on when to have children or the size of your intended family
1. Have a member of any of these groups demonstrated bias, sexism or insulting behavior toward you in the workplace based on your gender? Mark all that apply
- Patients
 - Medical assistants
 - Circulating OR nurses
 - PACU or Floor nurses
 - Scrub Techs
 - OR desk staff
 - OR cleaning staff
 - Trainee at lower level (medical student, junior resident etc)
 - Physician colleagues at same level
 - Physician in position of authority over you
 - Industry representative
 - None
 - Other: _____

2. If you have perceived bias based on your gender at work, the person was more often:
 - Female
 - Male
 - Equally distributed
 - I have not noticed gender bias at work

3. Do you think this issue is isolated to our institution (UNM)?
 - Unsure
 - Yes
 - No
 - i. If no, what other regions of the country do you believe this is a problem? Check all that apply.
 - Northeast
 - Midwest
 - South
 - West
 - This is widespread throughout the country

4. In the future, do you think that gender bias against female surgeons will:
 - Go away
 - Improve
 - Stay the same
 - Get worse
 - Get much worse
 - Other: _____

5. How much of a problem is gender bias in your role as a surgeon here at UNM?
 - A large problem
 - A Moderate problem
 - A minimal problem
 - Not a problem

6. If you have noticed gender bias, in what setting was it the worst for you?
 - Private hospital
 - Academic hospital
 - Veterans Affairs Hospital (VA)
 - Public, non-academic hospital
 - Not applicable

7. How do you anticipate that gender bias will affect your future plans: Choose all that apply
 - I may leave medicine/retire early
 - I may change institutions
 - I do not think I will achieve the promotion level that I am aiming for or I will not go up for promotion

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- I will not recommend my profession to trainees or family members
 - No effect
 - Other: _____
8. How do you feel when someone demonstrates bias against you based on your gender in a clinical or work setting? Check all that apply
- Get angry or frustrated
 - Feel offended
 - Confront the person
 - Talk about the person behind their back
 - Blow it off
 - Make a joke
 - Adapt so it doesn't happen again
 - Other _____
9. Do you feel that men in medicine experience gender bias?
- Unsure
 - Yes
 - No
 - Example: _____
10. Please tell us about an experience you have had as a physician that made you feel uncomfortable, insulted or discriminated based on your gender or any additional comments.
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