

## Papers on LGBTQ+ Inclusivity and Mentorship in Residency

1. Awe A, Ai A. Interviewing for residency as an lgbtq+ applicant: Compounded problems with virtual interviewing. *J Surg Educ.* 2021.
  - An article discussing challenges that LGBTQ+ medical students faced in virtual interviews for residency and potential solutions; this seemed particularly relevant given the recent transition to virtual interviews in many programs
2. Dykes DC, White AA. Getting to equal: Strategies to understand and eliminate general and orthopaedic healthcare disparities. *Clin Orthop Relat Res.* 2009, 467: 2598-605.
  - An older article discussing specific strategies the field can implement to help tackle healthcare disparities; Table 1 of this article is particularly comprehensive/specific
3. Eliason MJ, Dibble SL, Robertson PA. Lesbian, gay, bisexual, and transgender (lgbt) physicians' experiences in the workplace. *J Homosex.* 2011, 58: 1355-71.
  - An older article that surveyed 427 LGBTQ+ physicians from a database of a national LGBT healthcare organization that showed a shocking number of physicians reporting discriminatory/harassment behaviors in clinical practice
4. Fallin-Bennett K. Implicit bias against sexual minorities in medicine: Cycles of professional influence and the role of the hidden curriculum. *Acad Med.* 2015, 90: 549-52.
  - A more general article not specific to orthopaedic surgery that discusses disparities in healthcare and medical education for LGBTQ+ people and how implicit bias may shape patient care and the professional climate
5. Gianakos AL, LaPorte DM, Mulcahey MK, Weiss JM, Samora JB, Cannada LK. Dear program director: Solutions for handling and preventing abusive behaviors during surgical residency training. *J Am Acad Orthop Surg.* 2021.
  - A more general JAAOS article discussing how to handle abusive behaviors in orthopaedic surgery residency training
6. Grova MM, Donohue SJ, Bahnson M, Meyers MO, Bahnson EM. Allyship in surgical residents: Evidence for lgbtq competency training in surgical education. *J Surg Res.* 2021, 260: 169-76.
  - A study that found a 2-hour training in LGBTQ+ allyship for general surgery residents at UNC Chapel Hill improved allyship as measured through an increase in LGBTQ Ally Identity Measure (AIM) scores after training
7. Hinton AO, Vue Z, Termini CM, Taylor BL, Shuler HD, McReynolds MR. Mentoring minority trainees: Minorities in academia face specific challenges that mentors should address to instill confidence. *EMBO Rep.* 2020, 21: e51269.
  - Article that provides advice for mentors on challenges that minority mentees face they may consider, including imposter syndrome, implicit bias, and microaggressions
8. Jackson J. The Doctor Is Out-Reflections on Being a Black, Queer Physician. *JAMA Pediatr.* 2021 Mar 1;175(3):228-230. doi: 10.1001/jamapediatrics.2020.3607. PMID: 33044512.
  - Narrative article by Dr. Jackson, a black, queer physician, reflecting on intersectionality and the importance of visibility/representation
9. Samora JB, Van Heest A, Weber K, Ross W, Huff T, Carter C. Harassment, discrimination, and bullying in orthopaedics: A work environment and culture survey. *J Am Acad Orthop Surg.* 2020, 28: e1097-e104.

- Survey of 927 AAOS members that showed how prevalent discrimination, bullying, sexual harassment, and harassment is in the workplace; only 29% of respondents stated they felt the LGBTQ community are treated fairly in orthopaedics
10. Lourie MA. Unlocking the closet door: Recurrent identity disclosure experiences among lgbtq students. *Acad Med.* 2018, 93: 522-3.
    - Similar to Turban (2019) on the Pride Ortho website that discusses the burden of coming out in medical training
  11. Madrigal J, Rudasill S, Tran Z, Bergman J, Benharash P. Sexual and gender minority identity in undergraduate medical education: Impact on experience and career trajectory. *PLoS One.* 2021, 16: e0260387.
    - Similar to Sitkin and Pachankis (2016) that showed that LGBTQ+ medical students perceived surgical subspecialties, and especially orthopaedics, as less welcoming, this survey study of medical students across all University of California campuses found that surgical specialties had the lowest perceived acceptance of SGM identities. They also found that SGM students were hesitant to come out and had higher rates of reporting bullying and contemplating suicide.
  12. Mansh M, Garcia G, Lunn MR. From patients to providers: Changing the culture in medicine toward sexual and gender minorities. *Acad Med.* 2015, 90: 574-80.
    - Article that gives concrete steps for changing the culture/environment to be more inclusive for LGBTQ+ patients, trainees, and providers; Table 1 summarizes key points
  13. Raymond-Kolker R, Grayson A, Heitkamp N, Morgan LE. Lgbtq+ equity in virtual residency recruitment: Innovations and recommendations. *J Grad Med Educ.* 2021, 13: 640-2.
    - Article that discusses how the switch to virtual interviews have impacted LGBTQ+ medical students applying to residencies (Similar to Awe and Awi, 2021 above)
  14. Zuckerman JD. What's important: Diversity in orthopaedic surgery. *J Bone Joint Surg Am.* 2018, 100: 1351-2.
    - Article by Dr. Zuckerman at NYU that discusses importance of diversity in orthopaedic surgery; I thought this excerpt was particularly poignant: "...That's when my younger son, then a freshman in college, told my wife and me that he is gay. That completely changed my outlook and appreciation for the LGBT experience. Because our sons are more important to us than anything else in our lives, understanding the LGBT experience and raising our consciousness became incredibly important. At the hospital, we expanded our departmental diversity focus to include the LGBT experience. As is often the case, it took a personal experience to prompt me to do something I should have done previously."