

## **Appendix 3C: Gender Fairness Environment Scale**

[developed by the University of Virginia School of Medicine Committee on Women]

From the following scale, a series of 40 items were written on attitudes, professional development, support systems, compensation and sexism. Respondents were asked to “circle the response which best describes how you feel: strongly disagree, disagree, agree, strongly agree, not applicable/don’t know.”

- There is an atmosphere that enables women physicians/scientists to fully participate in teaching, administrative, and/or research activities.
- There tends to be a condescending attitude toward women physicians and scientists in the Medical Center.
- Men receive preferential treatment in the areas of recruitment and promotions.
- In my department, there are *not* equal opportunities for faculty members of both sexes to hold leadership positions and serve on committees.
- Men are more likely than women to receive helpful career advice from their supervisors.
- In my department, there is equal access for both men and women faculty to space, laboratory, support staff, and/or other resources.
- The environment promotes adequate collegial opportunities for women faculty.
- There is recognition of the presence and importance of women and their contributions on the wards and in the classroom.
- Women are adequately represented as visiting professors and invited lectures.
- Women are appropriately represented among the tenured faculty and in the senior administrative positions.
- Active measures are taken to recruit and/or promote women into leadership positions as department chairs and deans.
- Equal pay for men and women is no longer an issue for faculty and housestaff.
- There is an adequate number of female faculty as role models for students and housestaff.
- Sexist remarks are heard on rounds in the classroom.

*Source:* Hostler, S. and Gressard, R., Perceptions of Gender Fairness of the Medical Education Environment, *The Journal of the American Medical Women’s Association*, 48:51-54, 1993.