

Key Findings

Fellowship Experience

The overall Fellowship experience has remained steady since 2021, with 59% of Clinical Fellows rating their experience as Excellent or Very Good in 2023, a slight decline from 2019 (65%). The culture of respect has also remained positive and steady, with 65% of Clinical Fellows in 2023 rating this as Excellent or Very good, similar to the 2021 and 2019 results.

	2019	2021	2023
Overall Experience (Excellent/Very Good)	65%	59%	59%
Eduaction/Learning Progress Made in Year (Excellent/Very Good)	Question not asked in 2019	62%	59%
Program's Culture of Respect (Excellent/Very Good)	65%	68%	65%

Learner Environment

The experience of mistreatment among the Clinical Fellows group continues to be a concern, consistent with other medical learners. In 2023, 47% indicated they had experienced discrimination and/or harassment; this is a slight increase from 43% in 2021. Moreover, Clinical Fellows who have experienced both harassment and discrimination have grown from 17% in 2021 to 24% in 2023.

While faculty members continue to be the most common group identified as the source of discrimination and/or harassment (51%), this rate has improved compared to 2021 (57%). The rate of Patient/Patient Family as a source of discrimination and/or harassment has increased from 26% in 2021 to 38% in 2023. This increase is also seen in Residents and MD Students. Nurses are the third most common group identified as perpetrators.

	2019	2021	2023
Experienced Discrimination/ Harassment (At least once this past year)	46%	43%	47%
Faculty Member (As source of mistreatment)	50%	57%	51%
Patient/Patient Family (As source of mistreatment)	33%	26%	38%
Nurse (As source of mistreatment)	23%	21%	30%

Well-Being

Health and Well-being ratings have seen an increase from 2021 to 2023, with 62% stating their overall health was Excellent or Very Good compared to 56% in 2021. In 2023, the ratings of feeling overwhelmed remained consistent with the ratings in 2021. Although the worry about money ratings increased from 38% in 2021 to 53% in 2023, similar patterns have been identified in other medical learners.

	2019	2021	2023
Overall Health (Excellent/Very Good)	65%	56%	62%
Feel Overwhelmed (Always/Often)	30%	36%	35%
Worry About Money (Always/Often)	49%	38%	53%

Equity, Diversity, & Inclusion

Clinical Fellows come from a variety of educational, ethnic, religious, sexual orientation, and socio-economic status (SES) backgrounds. Perceptions of having “fair and equitable access to opportunities” vary widely by SES, religious affiliation, and ethnicity, as do feelings of “fitting in with peers.”

Those in the Upper/Upper-middle SES agreed to having access to networks/right people since childhood, rated at 76%, compared to those in the Lower-middle/Lower SES, who rated it at 13%. When asked about fair and equitable access to opportunities, 19% of clinical fellows from Lower-middle/Lower SES rated this as Adequate, Poor, or Very Poor in 2023, compared to their counterparts from Upper-middle/Upper SES, where only 12% rate this as Adequate, Poor, or Very Poor.

	Upper SES	Middle SES	Lower SES
Access to Networks since Childhood (Agree Strongly/Agree Moderately)	76%	63%	13%
Access to Opportunities (Adequate/Poor/Very Poor)	12%	22%	19%

You Said, We Heard

Significant efforts have occurred to improve the experience of Clinical Fellows at the Temerty Faculty of Medicine. In 2023, Dr. John Granton was appointed Faculty Lead for Fellowships at PGME.

Some of the highlights of new initiatives and activities have included: new standards of remuneration for Clinical Fellows; an inaugural fellowship strategic retreat to promote initiatives and services such as OLA; mentorship opportunities; and enhanced orientation. Furthermore, the Office of Inclusion and Diversity has led the design and execution of the Temerty Medicine Community Connects (TMCC) events to create safe spaces for the safe dissemination of data and shared experiences to drive action.

The Learning Environment Faculty Development Working group has developed a [primer for teachers](#) on how to navigate learner mistreatment or when the learners would like to discuss a mistreatment incident with them.

These improvements are in addition to expanded services for clinical fellows provided through OLA and the [LEU](#) (see [2022-2023 Annual Learner Experience Report](#)), as well as Dr. Heather Flett as the Temerty Professor in Learner Wellness. The Office of Inclusion and Diversity and the Center for Faculty Development continue to provide workshops, training sessions, and events on equity, diversity, and inclusion.

Target Population

All Clinical Fellows who were enrolled in a U of T clinical fellowship in the 2022-23 academic year and active for 1 month or more in that fellowship.

Data Collection

June 5 to August 28, 2023

Response Rate

26%