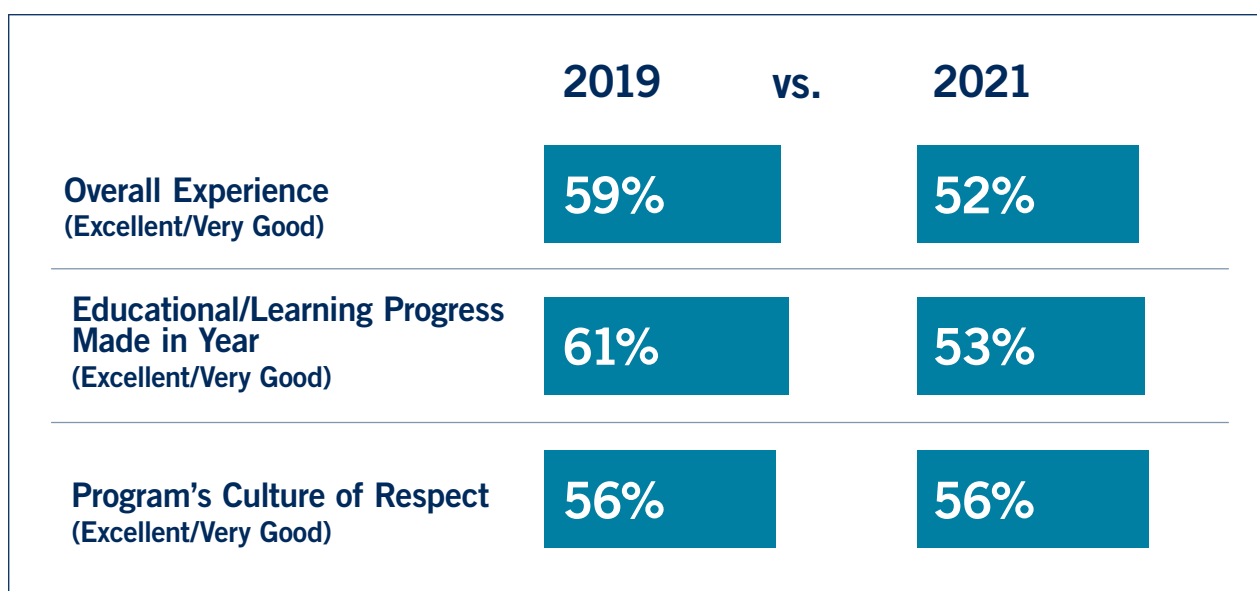


Key Findings

Residency Experience

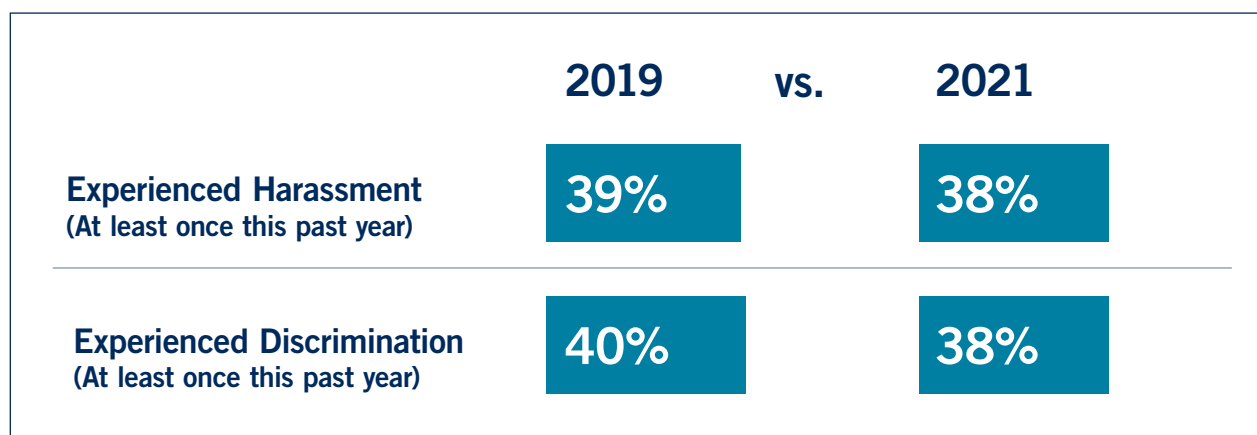
Not surprisingly, given the challenges of the pandemic this past year, overall residency experience and education/ learning progress ratings have dropped since 2019. However, residents ratings of their program's culture of respect have remained the same.



Learner Environment

Ratings of program's culture of respect, discrimination, and harassment have remained stable since 2019.

Half of those who say they experienced harassment or discrimination said the behaviour was from Faculty members and only 25% disclosed the incidents.



Well-Being

Overall health ratings have also dropped this year. A higher proportion of residents feel more physically exhausted, overwhelmed and extremely anxious. 55% of residents are happy always/often compared to 62% in 2019.

	2019	vs.	2021
Overall Health (Excellent/Very Good)	56%		48%
Feel Physically Exhausted (Always/Often)	56%		63%
Feel Overwhelmed (Always/Often)	37%		46%
Feel Extremely Anxious (Always/Often)	25%		34%

Equity, Diversity, Inclusion

Residents come from a variety of educational, ethnic, religious, sexual orientation and socio-economic status (SES) backgrounds. Those from equity-seeking groups are more likely to experience challenges than other residents. For example, access to the right people / networks that could help one access education and career opportunities, and fair and equitable access to opportunities while in residency vary considerably by ethnicity, SES and religious beliefs.

You Said, We Heard

Based on findings from Voices learner surveys, the Faculty has taken steps to make changes to the learning environment. In 2020, Dr. Reena Pattani was appointed Director of Learner Experience to lead the newly formed Learner Experience Office with a mandate to support learners who have witnessed or experienced mistreatment.

In 2020–21, there were several presentations, including grand rounds, as well as workshops and multiple meetings on the topic of Learner Mistreatment in Medicine and revised Guidelines, led by key faculty leads in Learner Experience and Professionalism. Our Office of Inclusion and Diversity and the Center for Faculty Development also provided workshops, training sessions and hosted events on equity, diversity and inclusion.

In 2021, Dr. Heather Flett was appointed as the inaugural Temerty Professor in Learner Wellness to lead the development, implementation, assessment and evaluation of a comprehensive wellness strategy for learners in the Faculty. Dr. Flett joins Dr. Tony Pignatiello, Associate Dean, Learner Affairs in the newly formed Office of Learner Affairs.

Target Population

All residents who were enrolled at U of T in the 2020-21 year and active for more than one month.

Data Collection

RCPS: February 24 to April 8; DFCM: May 26 to July 6

Response Rate

54%