



# A School-Wide Sexual and Gender Minority Community Needs Assessment

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## ABSTRACT

Unlike federally collected demographics like gender and race/ethnicity, sexual and gender minority (SGM, or LGBTQ) characteristics are not often systematically collected within academic medicine. However, in order to engage a vibrant SGM community, we need to understand both the composition of the population and their collective needs. In 2017, Stanford Medicine disseminated a SGM needs assessment across its entire community of medical and graduate students, residents/fellows, postdoctoral trainees, faculty, and staff. Survey respondents identified as 64% female, 34% male, 0.66% genderqueer/gender non-conforming, 0.42% other, and 0.17% transgender. When asked about sexual orientation, approximately 402 (14%) respondents identified as a sexual orientation other than "straight". In addition, the Dean convened an LGBTQ Town Hall to understand the SGM community's needs. Results indicated a low sense of SGM community, which has spurred action.

## BACKGROUND

- There are a limited number of assessments that measure sexual orientation and/or gender identity. Some examples include: LGBTQ population maps by the Movement Advancement Project, a review of LGBTQ health surveillance data sources published in the *LGBTQ Health Journal*, LGBTQ population density maps created by the Williams Institute, and the Gallup poll.
- The SGM needs assessment survey, the first of its kind at Stanford University School of Medicine, supported two objectives: (1) Provide a census of the SGM community within the School of Medicine; (2) Understand perceptions and needs regarding SGM issues from the entire School community.
- Stanford University School of Medicine medical students, graduate students, residents, postdoctoral trainees, fellows, faculty, and staff were invited to participate in the SGM survey.
- A second component consisted of an LGBTQ Town Hall that served as an opportunity for the community to brainstorm and discuss initiatives to strengthen the LGBTQ community.

## METHODS

- MEASURES:**
- The survey was written by Stanford Medicine Diversity Cabinet's LGBTQ Sub-Committee in 2016 and coordinated by Stanford Medicine's Office of Faculty Development and Diversity.
  - The survey was then administered by Stanford University's Office of the Vice Provost for Faculty Development and Diversity (an external 3<sup>rd</sup> party) from October 4, 2017 through October 31, 2017.
  - Responses were stripped of identifying information before analysis.
  - The Dean convened an LGBTQ Town Hall that was set as a facilitated discussion and used an anonymous live-polling platform to collect opinions.
- PARTICIPANTS:**
- All Stanford Medicine community members were invited to participate in the survey (approximately 9716 invitees).
  - The decision was made to include all community members rather than just those identifying as SGM in order to gain a complete picture of views.

## RESULTS

### SURVEY RESULTS

- Survey response rate**
- 2866 individuals responded to the survey (29% response rate). Response rates differed by School affiliation, ranging from 16% among residents/fellows to 35% among staff.
- Gender Identity and Sexual Orientation of Survey Respondents**
- 36 (1.3%) participants reported a gender identity other than male or female (Genderqueer/Gender Nonconforming, Transgender, Other).
  - 402 (14%) participants reported a sexual orientation other than straight (Lesbian/Gay, Bisexual, Something else, Don't know) (Table 1).

Table 1: Survey Respondent Gender Identity and Sexual Orientation

1a. Gender Identity	n (%)
Genderqueer/Gender nonconforming	19 (0.7)
FTM, trans man, or MTF, trans woman (Transgender)	5 (0.2)
Other	12 (0.4)
Prefer not to disclose	20 (0.7)
Female	1829 (63.9)
Male	979 (34.2)
	Total n=2864
1b. Sexual Orientation	
Lesbian/Gay	200 (7.0)
Bisexual	129 (4.5)
Something else	50 (1.7)
Don't know	23 (0.8)
Straight	2460 (86.0)
	Total n=2862

- In all, 386 (16%) respondents identified as a SGM, ranging from 10.4% of Staff to 31.4% of PhD/Master's Graduate Students respondents (Table 2).

Table 2: SGM and Non-SGM Survey Respondent by School of Medicine Affiliation

Orientation	Affiliation					
	Faculty	MD Graduate Student	PhD or Master's Graduate Student	Postdoctoral Scholar	Resident/Fellow	Staff
<b>SGM</b> n (%)	69 (10.5)	39 (25.8)	59 (31.4)	42 (17.6)	32 (18.4)	145 (10.4)
<b>Non-SGM</b> n (%)	586 (89.5)	112 (74.2)	129 (68.6)	197 (82.4)	142 (81.6)	1245 (89.6)

### Sense of Community and Community Building

- Respondents were most likely to perceive "some sense" of an SGM community within the School of Medicine.
- 18% of respondents felt a strong sense of SGM community, 47% felt some sense of community, and 35% felt a weak or no sense of community.
- Medical students reported the strongest sense of community, while residents/fellows and postdoctoral trainees reported the lowest (Table 3).

Table 3: Sense of SGM Community Among All School of Medicine Affiliates

Sense of Community	Affiliation					
	Faculty	MD Graduate Student	PhD or Master's Graduate Student	Postdoctoral Scholar	Resident/Fellow	Staff
<b>Strong sense</b> n (%)	69 (17.6)	53 (41.7)	13 (11.0)	11 (9.0)	8 (8.5)	114 (17.6)
<b>Some sense</b> n (%)	198 (50.5)	61 (48.0)	67 (56.8)	52 (42.6)	52 (55.3)	274 (42.4)
<b>Weak/no sense</b> n (%)	125 (31.9)	13 (10.2)	38 (32.2)	59 (48.4)	34 (36.2)	259 (40.0)

- Regardless of affiliation, Non-SGM respondents were more likely to perceive some or a strong sense of an SGM community relative to their SGM counterparts (Figure 1).
- The top three specific strategies identified by SGM respondents to improve the sense of SGM community were: an identifiable SGM leadership position (57%); diversity, bias, and sensitivity training (56%); and an annual SGM event (54%) (Figure 2).

Figure 1: Sense of SGM Community By SGM Identification

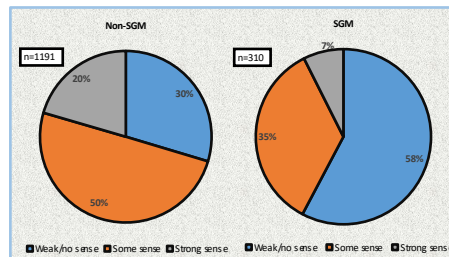
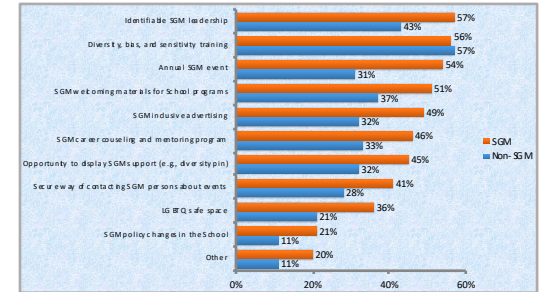


Figure 2: Strategies for Improving Respondents' Sense of an SGM Community

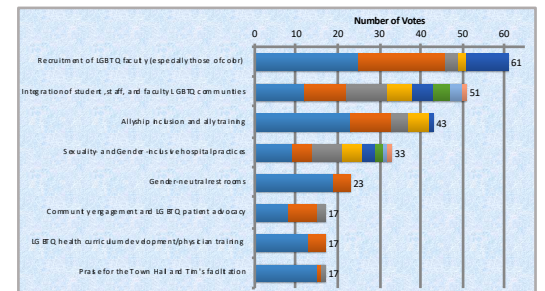


### SGM TOWN HALL RESULTS

The most mentioned issues on which to focus future diversity and inclusion initiatives were as follows (Figure 3):

- Increasing recruitment of SGM-identifying faculty (especially those of color)
- Integration of the LGBTQ community across all levels of SOM affiliation
- Allyship and sensitivity training

Figure 3: Identified Domains for Further Development of the LGBTQ Community at Stanford Medicine



### CONCLUSION

- Most SGM felt that the SGM sense of community was weak or nonexistent.
  - Only 7% of SGM felt a strong sense of SGM community.
  - The top three identified domains for further development of the SGM community were identifiable SGM leadership, diversity training, and an annual SGM event.
  - It is clear that the sense of community felt among the SGM group should be expanded through a variety of means.
- Current and future efforts to expand sense of community:**
- Formalization of the LGBTQ Task Force as an official sub-committee to further develop initiatives regarding SGM affairs within the School.
  - Continued rollout of SGM-specific content in student and trainee curricula as well as faculty development programming.
  - Planning an annual School of Medicine SGM-visibility event for Fall 2018.

### ACKNOWLEDGEMENTS

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