

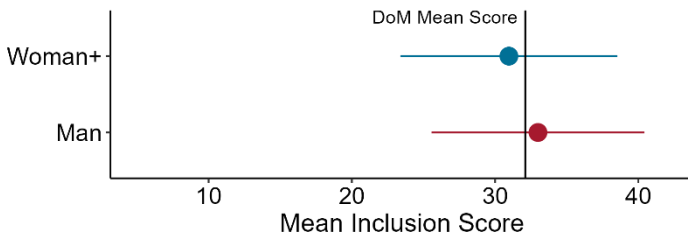
Methods

The Workplace inclusion scale includes 8 questions scored on a Likert scale (1 = less included, 5 = more included). These responses were summed to generate a final inclusion score (range: 5-40). Mean (SD) of these scores for subgroups were calculated by workplace gender, rank, and Division. Gender diverse individuals are included with women to prevent identification of respondents.

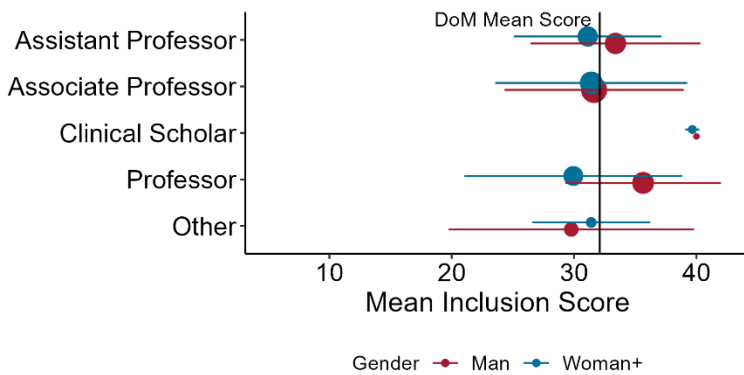
Results

Responded: 296 of 374 invited **Response Rate:** 79.1%
Completed the Workplace Inclusion section: 290
Score Mean (SD): 32.1 (7.5)

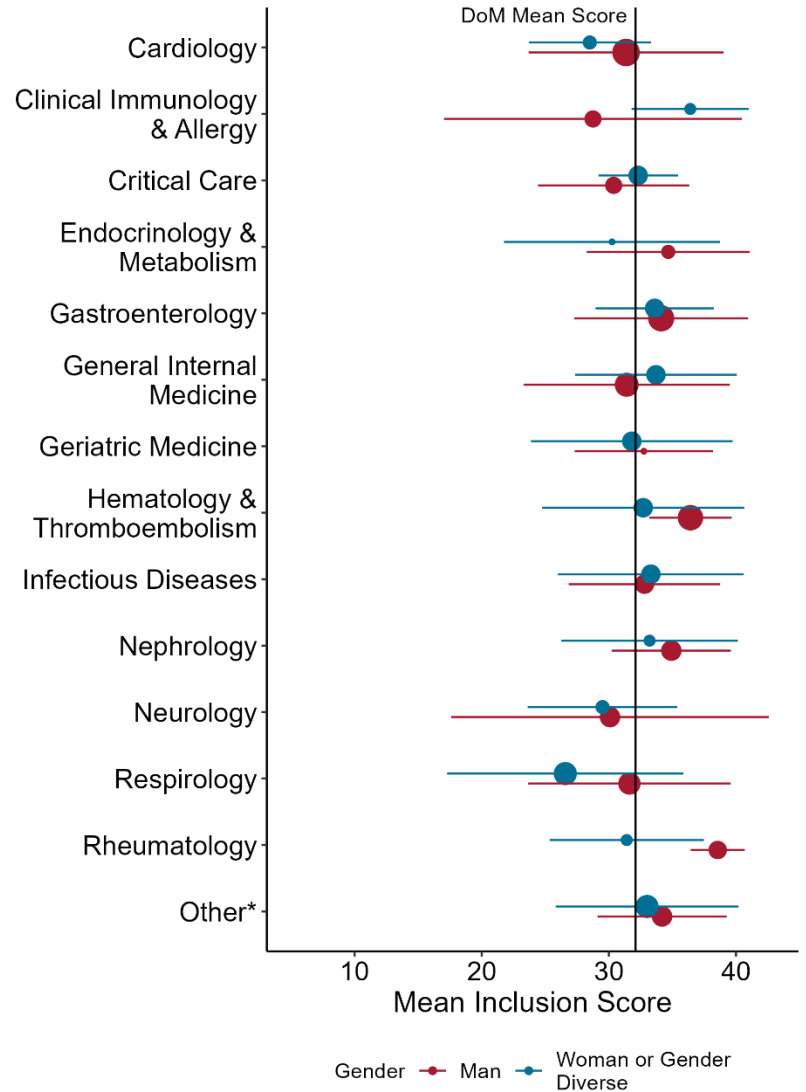
Gender



Rank



Division



Legend

- : The mean inclusion score for the group. The larger the dot, the more responses from the group
- : The range of scores (1 SD from the mean on either side)
- *"Other" divisions include the divisions with fewer than 10 respondents who completed the Workplace Inclusion section.

Summary: The department mean score for inclusion is 32 with men's scores numerically higher than women's, most notably among full professor rank. The mean score for the department was slightly higher than participants in the validation study of the workplace inclusion score of 30.8. The gender-specific means for Gastroenterology, Hematology & Thrombosis, Infectious Diseases, and Nephrology were above the departmental mean for all genders!