In this lecture, Dr. Julie Silver looks at workforce diversity and inclusion through the lens of gender equity. Recently, numerous reports have demonstrated that although there is some progress for women in academic medicine, it is demonstrably slow with troubling gaps persisting. In this talk, Dr. Silver focuses on 4 key gatekeepers in academic medicine and explains how addressing barriers for each one will accelerate progress overall for women and others who identify with underrepresented groups. Dr. Silver’s research has focused on gender equity and she uses strategy, innovation, and collaboration to overcome barriers. Dr. Silver explains some of the tools she utilizes including a powerful combination of research, social norms and bibliometrics (both conventional and alternative metrics) to drive and measure impact. She describes how to identify tipping points and focuses on disruptive innovation concepts. Connections and collaborations can be fostered through a variety of networks—both virtual and live. Dr. Silver provides examples including the Be Ethical Campaign and the Need Her Science Campaign that are aimed at accelerating equity, diversity, and inclusion for everyone in academic medicine. Participants will be inspired and armed with new knowledge and skills to advance their careers and support others.

At the conclusion of this lecture, participants will be able to:

1. List the 4 key gatekeepers to advancement in academic medicine
2. Identify new research studies on workforce gender equity in academic medicine
3. List at least one gender disparity that is relatively easy and inexpensive to address
4. Recognize the value and potential pitfalls of diversity structures
Julie K. Silver, MD
Associate Professor, Associate Chair and Director of Cancer Rehabilitation
Department of Physical Medicine and Rehabilitation
Harvard Medical School
Massachusetts General, Brigham and Women’s and Spaulding Rehabilitation Hospitals

Julie K. Silver, MD is an Associate Professor and Associate Chair in the Department of Physical Medicine and Rehabilitation at Harvard Medical School. Dr. Silver has held numerous leadership positions and is a former start-up company founder. She was named the Top Innovator in Medicine in 2012 by The Boston Globe, and the same year her start-up company was listed by Bloomberg/Businessweek as one of the most promising social enterprise companies. Dr. Silver developed and directs the successful Harvard Medical School women’s leadership CME course which has trained thousands of women in medicine.

Dr. Silver is a subject matter expert on workforce equity, diversity, and inclusion. She has published many studies and reports specifically focused on workforce gender equity. Her work has been published in high-impact journals and across numerous specialties—including The New England Journal of Medicine, JAMA Internal Medicine, JAMA Dermatology, The Lancet, The British Medical Journal, Pediatrics, Neurology, The Journal of Infectious Diseases, American Journal of Physical Medicine and Rehabilitation, Health Equity, and Journal of Women’s Health.

Dr. Silver’s research often intersects with innovation and implementation science. She developed a unique approach to workforce inclusion and wellness aimed at analyzing and strategically advancing equity and promoting wellness for faculty and staff by analyzing how they are valued and respected for their important contributions. For example, Dr. Silver identified that faculty members were not equitably recognized by their own medical societies, and she spearheaded groundbreaking research on the underrepresentation of women physicians—at zero or near zero levels—for recognition awards. Dr. Silver has led numerous high impact national strategic initiatives such as the Be Ethical Campaign, Need Her Science Campaign, and Walls Do Talk Challenge.