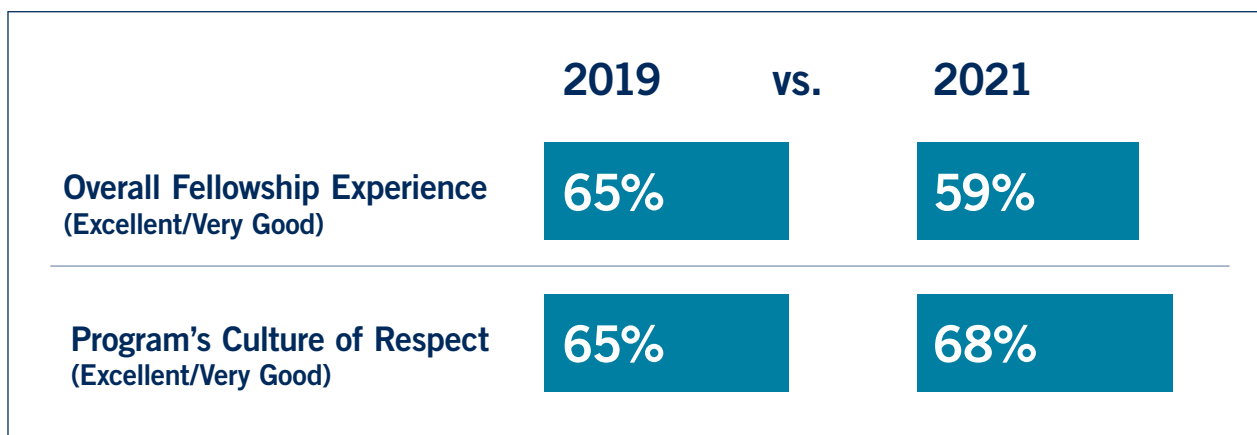


## Key Findings

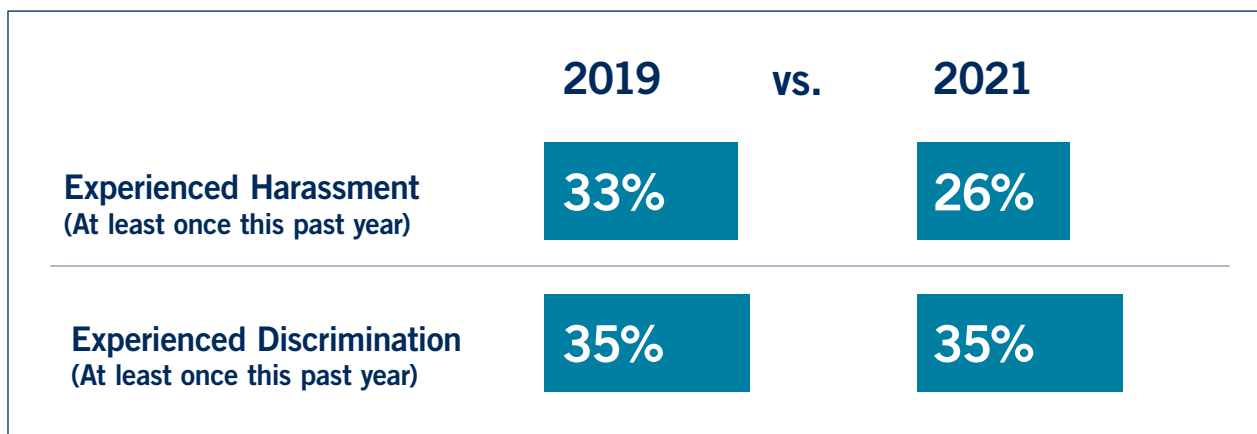
### Fellowship Experience

Similar to other learner groups, the overall fellowship experience declined, but only slightly from 2019 to 2021 with clinical fellows less likely to rate their overall experience as excellent or very good. However, the culture of respect remained steady with ratings of “**excellent**” or “**very good.**”



### Learner Environment

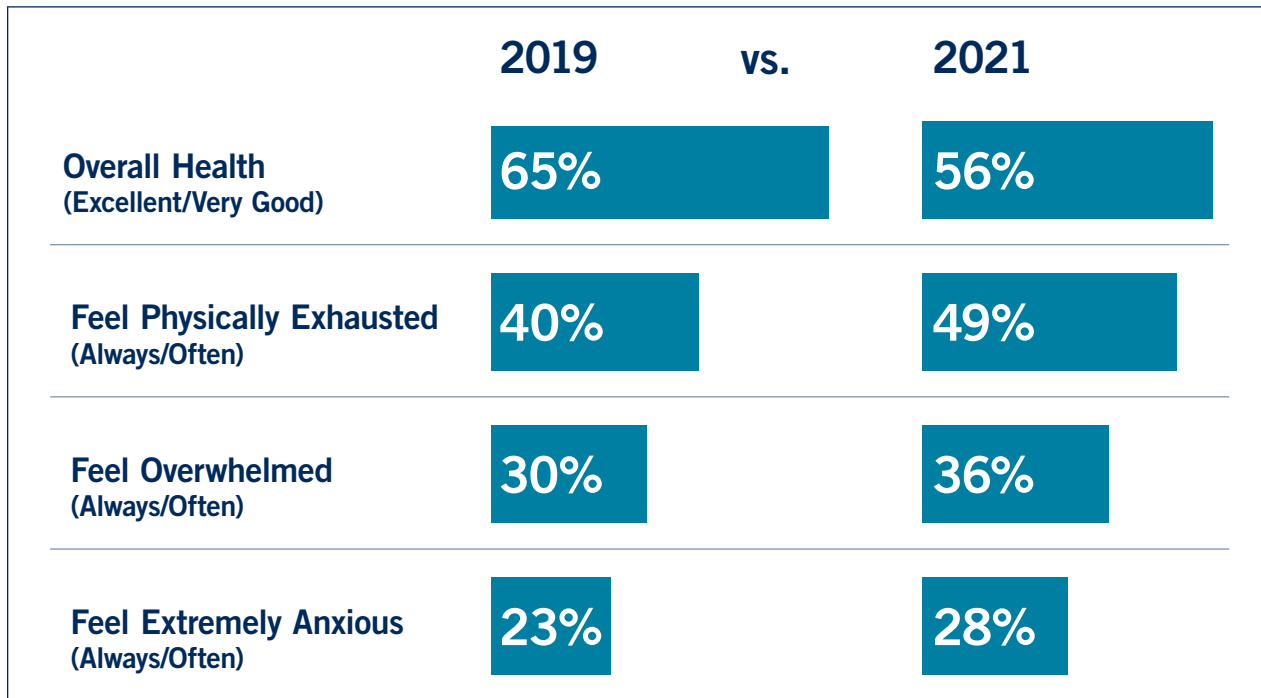
There was little change in the experience of mistreatment among the clinical fellow group with 65% indicating they never experienced discrimination and a slight decline in the experience of harassment with 75% reporting never being harassed compared to 68% in 2019.



Faculty members continue to be the most common group identified as the source of discrimination/harassment (57%), followed by patient/patient family (26%), and nurses (21%).

## Well-Being

Health and Well-being ratings decreased from 2019 to 2021 with 56% stating their overall health was excellent or very good compared to 65% in 2019. Increases were seen in physical exhaustion, feeling overwhelmed and feeling lonely, although there appeared to be less worry about money. Similar patterns have been identified in resident and MD learner populations.



## 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 and so did feelings of “**fitting in with peers.**”

Clinical Fellows who identify as gay, or another sexual orientation experience higher levels of discomfort with expressing their sexual orientation in the clinical environment at 44% and 37% respectively. This compares to heterosexuals with only 6% experiencing discomfort.

## 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.

For more information, please contact [voicessurveys.medicine@utoronto.ca](mailto:voicessurveys.medicine@utoronto.ca)

### Target Population

All Clinical Fellows who were enrolled in a U of T clinical fellowship in the 2020–2021 academic year and were active for 1 month or more in that fellowship.

### Data Collection

March 16 to May 6, 2021

### Response Rate

41%