

## Picture a Scientist: Toward Gender Equity and a More Diverse Medical Physics Workforce

### Breakout Room Instructions

1. Choose a leader
2. Choose **one** of the following scenario topics (everyone in the breakout room does the same topic):
  - a. [Hiring Equity](#)
  - b. [Exclusion](#)
  - c. [Discrimination against family status](#)
3. Read the quote(s) associated with the topic you picked below
4. Answer the discussion prompts (listed below) in a circle format
  - a. Everyone gets time to speak without interruption
  - b. Participants can choose to pass
  - c. The leader directs and helps keep the circle going
5. When the discussion time is over, the leader can report back any ideas the group would like to share (optional).

### Discussion Prompts:

1. What are your reactions to the quote(s) that you read?
2. How do you think you might respond if you heard a person say this, or if you were present during a similar situation?
3. Are there any changes we could put in place to address the type of bias or discrimination being described here?
4. What changes are needed in our field to address gender discrimination more broadly?

## Scenarios

### Hiring equity

[Q1] ... at [University] one of our program directors ... is female and very interested in bringing more women into the field. So she will actively recruit and try to get more women into the field. Now I don't know if that crosses into discrimination against men, but there's a possibility that two people being equal, she might go for the woman over the man just because she's a woman. ... We're trying to address gender inequality in the profession, and that can be perceived ... [as] somewhat discriminatory towards men, but it would also be like more beneficial for women. (M)

[Q2] [*Describing the med phys match*] So we then get to rank as an institution the people we want, you know, in order we want them. Then they get to do the same, and then they try and match. So, we had like a scoring thing that everybody filled out, and we averaged everybody's scores to come up with a list of basically our top 10. Most were males and our top 4 were males. ... However, when we decided on our final ranking . . . when we had a meeting for that, it was decided that we didn't want to look like we only admitted males. So we were going to move the female who was ranked fifth up to #1 so that we could match with a female. (M)

[Q3] I feel like it may be a little easier for females to succeed in our field. If two persons are doing equally, [...] Say, for example, for the institutes, you need to balance the gender, right? Fewer female in our field, but you want to balance the gender. So even if a candidate is just a little bit weak, then you may be more willing to take that candidate over a male. That's my feeling, but I might be wrong. I mean, overall I think it's equal, but maybe a little bit tended to favor minorities, I feel like. (M)

### Exclusion

[Q1] Like when I first came on, [the physics chief] would come into a room and there would be a group of us there, and he would just start talking to the men, so other male physicists, with his back completely to me and asking their opinion, and he would never directly talk to me unless he absolutely had to, like to the point where it was almost funny . . . you know, laugh to keep from crying. Like "why aren't you including me in this? Like I have more experience than most of these people, and you're not talking to me." (W)

[Q2] Any time it was time to go to lunch, he would come in the room. If I was there, he would ask all the guys if they wanted to come and not me, and they would all leave, and I would just be sitting there. It was like, "Whoa. Okay." You know, finally I just decided, "Well, I'm just going to invite myself because this feels very unfriendly and there's things I'm missing." You know, they would kind of talk shop and make decisions, and I'd never get to hear any of that. It was things that would impact our clinic or impact my work schedule because I wasn't invited. So finally I just started saying, "Hey, can I come with

you guys?" And, you know, they said, "yes." But I had to kind of insert myself into their world, which was really frustrating. (W)

### **Discrimination against family status**

[Q1] I had conceived and organized a pretty big conference [...] before I had my son, and I had invited my boss to be part of the organizing committee as a courtesy. Then I had my child, and I sat in a meeting, and then my boss dropped inadvertently the comment that this conference was to be repeated, involving all of the people on the organizing committee except me, and this was the first time I heard about it. I gave him that look, and he apparently realized what this was, and the first answer I got was, "Oh, I didn't think you would want to travel." (W)