

Diversity, Equity, and Inclusion

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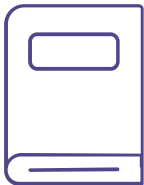
In this edition we reflect on Parenting...

On average, 30% of general surgery residents are parents. Residents who are parents have increased rates of board examination failure compared to non-parent residents. Women trainees have higher attrition rates (25%) compared to men (15%). The most often cited reason for attrition is "uncontrollable lifestyle".

Breastfeeding for one year = 1800 HOURS of time. 58% of surgeon mothers stopped breastfeeding earlier than they wished due to inadequate lactation facilities and challenges leaving the OR to express milk.

Residents with children more frequently look forward to work and were happy at work, but they also reported family life strain and worry about future finances. Women who had their first child during PGY1-3 were more likely to feel overwhelmed and worry about financial security compared to men with children. The average cost of childcare in Chicago is \$16,506 per year.

TOPICAL READS



The Untold Struggles of a Surgical Fellow

Statement on the Importance of Pregnancy, Parental Leave and Workplace Accommodations for Surgical Residents and Fellows

Pregnancy and Motherhood During Surgical Training

Work-Life Integration in Medicine: A Movement, Not a Mandate

TIPS FROM RESIDENTS, FELLOWS AND FACULTY

18% of the residents are parents, and we have 15 children in our program!

"I think it is important to normalize the concept of surgeons who are also involved parents. A surgeon/parent has to compartmentalize personal and professional responsibilities so that full attention can be placed on the task at hand and be as present as possible in the respective settings. The patient on the OR table doesn't care that you are a parent, and your child doesn't care that you are a surgeon. You have to give fully to both. This can be facilitated by learning to triage tasks, allocate time, and be deliberate about meeting the hierarchy of needs on both fronts. It's also important to have supportive partners—both at work and at home—who can share responsibilities, empathize with your situation, and not keep score. Keeping score is most easily avoided by being generous in paying back the aforementioned shared responsibilities. This is all much easier said than done, and it is a humbling lesson in efficiency, priorities, and our own abilities. It is also the best thing I've ever done." - Dr. Joseph Herrold

Joseph Herrold

"I live by Julie Freischlag's JAMA Surg Editorial, "Wearing Different Hats." Parenting during residency is HARD but I only wear one hat at a time, and whichever hat that is gets my undivided attention. When I'm at work, I am entirely dedicated to being a surgical resident, and when I'm at home, my daughter gets 110% of my focus and I am entirely dedicated to being a mom. Although sometimes our time together is shorter than I'd like, the quality of it is second to none." - Dr. Lauren Janczewski

"Taking the time to celebrate the small moments often with the kids, whether it be celebrating for my match, or celebrating for my son's first toileting, or celebrating for my wife's finishing a work project. It connects the family well and motivates the kids." - Dr. Andy Lee

"Balancing a surgical residency and parenting involves wearing multiple hats at the same time. Both roles require your undivided attention and care. I love being a father and I find that my daughter make the experience of residency exponentially better. There's no better way to end the day than with my family. It's warming to see Naomi's smile and excitement when getting home. The stressors of the day truly melt away. Special thanks to my incredible wife, Arielle, for taking on the brunt of parenting while I'm at work. We couldn't do it all without her." - Dr. Raheem Bell

"Load the boat - it takes a village - have a good group of people/daycare you trust to take care of your child, have a backup plan in case of sickness, etc. Also, Make the time you spend with your child count - engage 100%, phone away, plan fun activities. These moments are few and far between - treasure them. Finally, Be kind to yourself - you are doing the best you can" - Dr. Sara Gaines, Vascular Surgery Fellow



Dr. Joseph Herrold, Acute Care Surgeon, and family



Dr. Janczewski, General Surgery Research Resident and her daughter



Dr. Lee, PGY-5, with family



Dr. Raheem Bell, General Surgery PGY-2



Alyssa Brown, MD, PhD
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NORTHWESTERN PARENTING RESOURCES

McGaw Family Resources

Northwestern University Faculty Caregiving Resources