

## **Brief Introduction**

The year 2020 was so bad for so many people. We are still struggling with COVID worldwide. We've seen a rise in anger and hatred in many societal settings. And in September 2020, we lost the iconic Ruth Bader Ginsberg, who was an associate justice of the Supreme Court of the United States from 1993 until her death, and a renowned advocate for gender equality and women's rights.

I'm old now, so I can more easily say what I think- which is that during my 30-year career it's often been very difficult (at least in the US) to be a female surgeon working in an environment of intolerance. Yet even now when many good changes are happening, there are still staff, mentors, and mentees who are enabled, by both surgical culture and society, to deny female surgeons the dignity and authority they willingly give to males.

In honor of Justice Ginsberg, listed below are some recent articles from the surgical literature that helped me think about things in a productive and ethical way. I particularly recommend the first study (which is from Pakistan, accompanied by an editorial from the illustrious endocrine surgeon Dr. Patricia J. Numann), and the last report, which describes an effective way to change things for the better that we've adopted this year at my own institution. May 2021 be a good year for you and yours!

### **1. Cultural Barriers for Women in Surgery: How Thick is the Glass Ceiling? An Analysis from a Low Middle-Income Country**

Inam H, Janjua M, Martins RS, Zahid N, Khan S, Sattar AK, Darbar A, Akram S, Faruqui N, Khan SM, Lakhani G, Gillani M, Hashmi SA, Enam A, Haider AH, Malik MA. World Journal of Surgery 2020; 44:2870-78

Editorial:

**Cultural Barriers for Women in Surgery: How Thick is the Glass Ceiling? An Analysis from a Low Middle-Income Country**

Numann PJ. World J Surg 2020; 44:2879-80.

### **2. Women Surgeons' Perspectives on System-level Strategies to Address Interpersonal Workplace Conflict**

Lindquist KM, Vitous CA, Dossett LA, Jagsi R, Telem, DA. Annals of Surgery 2021;273(3):494-99.

### **3. Effects of Gender Bias and Stereotypes in Surgical Training: A Randomized Clinical Trial**

Myers SP, Dsari M, Brown JB, Lumpkin ST, Neal MD, Abebe KZ, Chaumont N, Downs-Canner SM, Flanagan MR, Lee KK, Rosengart MR.

JAMA Surgery 2020;155(7):552-560.

#### Editorials:

1. **Gender Bias and Stereotypes in Surgical Training: Is It Really Women Residents We Need to Worry About?** Greenberg CC, Greenberg JA. JAMA Surg. 2020;155(7):560-61.
2. **Consequences of the COVID-19 Pandemic on Manuscript Submissions by Women** Kibbe MR. JAMA Surg. 2020;155(9):803-804.

### **4. Cultural Complications: A Novel Strategy to Build a More Inclusive Culture**

Harris CA, Dimick JB, Dossett LA. Ann Surg  
Annals of Surgery: March 2021; 273(3):397-99.