

# THE PINK COAT, MD CHECKLIST FOR CHANGE<sup>TM</sup>

A Practical Framework for Healthcare Organizations  
To Help Women Physicians Thrive

<b>CULTURE: Culture D.R.I.V.E.S. Change</b>	<b>Full</b>	<b>Partial</b>	<b>No</b>
<b>Diversity.</b> Your organization strives for representation at ALL levels including executive leadership: Gender, Race, Ethnicity, members of LGBTQIA+ community, religion, socioeconomic status, individuals with disabilities.	<b>F</b> <input type="checkbox"/>	<b>P</b> <input type="checkbox"/>	<b>N</b> <input type="checkbox"/>
<b>Respect.</b> Your organization directly addresses and fosters safe reporting of unconscious and implicit bias, gender bias, Maternal Wall Bias, and harassment.	<b>F</b> <input type="checkbox"/>	<b>P</b> <input type="checkbox"/>	<b>N</b> <input type="checkbox"/>
<b>Inclusion.</b> Your organization actively includes women and underrepresented physicians in all important organizational decisions and actively promotes advancement, mentorship, sponsorship, and grant funding of women.	<b>F</b> <input type="checkbox"/>	<b>P</b> <input type="checkbox"/>	<b>N</b> <input type="checkbox"/>
<b>Vulnerability.</b> Your organization actively works to end the culture of silence. Leaders from the very highest level down to the front lines model that asking for and receiving help is a sign of strength.	<b>F</b> <input type="checkbox"/>	<b>P</b> <input type="checkbox"/>	<b>N</b> <input type="checkbox"/>
<b>Equity.</b> Your organization actively creates structural support for women physicians to promote equity: work-schedule flexibility, onsite and emergency back up childcare, lactation accommodations, and paid familial and catastrophic leave. Your organization undergoes annual reviews to ensure equal pay, equal participation in leadership, and performance reviews to ensure equity.	<b>F</b> <input type="checkbox"/>	<b>P</b> <input type="checkbox"/>	<b>N</b> <input type="checkbox"/>
<b>Support.</b> Your organization actively provides resources to ensure the success of your women physicians: women's leadership development, negotiation training, professional coaching, and charting/EMR support.	<b>F</b> <input type="checkbox"/>	<b>P</b> <input type="checkbox"/>	<b>N</b> <input type="checkbox"/>

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## COMMUNITY: Support and Connection

	Full	Partial	No
<b>Personal Resilience Resources.</b> Your organization offers personal wellness resources for your women physicians: parenting resources and support, mindful self-compassion, and self-care.	F <input type="checkbox"/>	P <input type="checkbox"/>	N <input type="checkbox"/>
<b>Safe Spaces and Peer Support.</b> Your organization fosters a psychologically safe community for women physicians and easy access peer support.	F <input type="checkbox"/>	P <input type="checkbox"/>	N <input type="checkbox"/>

## COMPASSION: For Oneself, Your Women Physicians and Others

	Full	Partial	No
<b>Self-Compassion.</b> Your organization actively promotes self-care and healthy boundaries as essential and a sign of strength and dedication.	F <input type="checkbox"/>	P <input type="checkbox"/>	N <input type="checkbox"/>
<b>Compassion for Women Physicians.</b> Your organization actively models and fosters grace and compassion for women physicians.	F <input type="checkbox"/>	P <input type="checkbox"/>	N <input type="checkbox"/>
<b>Compassion for Others.</b> Your organization actively models and fosters compassion for all employees and patients.	F <input type="checkbox"/>	P <input type="checkbox"/>	N <input type="checkbox"/>

**Total Score =** \_\_\_\_\_

Add up # of "Full" responses

### Interpreting Your Score

Beginning: 0 to 3 "Full" responses

Making progress: 4 to 7 "Full" responses

Advanced: 8 or more "Full" responses