

Key Findings

Residency Experience

The overall Residency experience rebounded slightly compared to 2021, with 55% of respondents rating it as Excellent or Very Good compared to 52% in 2021. Similarly, ratings of educational/learning progress have also improved compared to 2021. The rating of culture of respect has declined slightly, with 53% of Residents rating this as Excellent or Very Good compared to 56% of Residents in the previous iterations of the survey in 2021 and 2019.

	2019	2021	2023
Overall Experience (Excellent/Very Good)	59%	52%	55%
Eduaction/Learning Progress Made in Year (Excellent/Very Good)	61%	53%	57%
Program's Culture of Respect (Excellent/Very Good)	56%	56%	53%

Equity, Diversity, & Inclusion

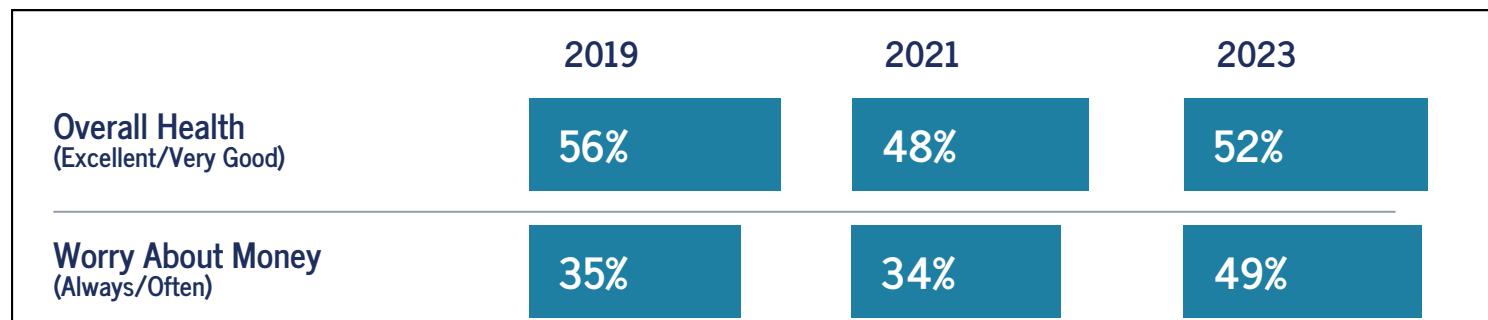
In the 2023 survey, Residents were asked to evaluate their well-being using the Professional Fulfillment Index (PFI). PFI is an instrument used to assess physicians' professional fulfillment and burnout. Professional Fulfillment assesses the degree of intrinsic positive reward we derive from our work, including happiness, meaningfulness, contribution, self-worth, satisfaction, and feeling in control when dealing with difficult problems at work. Burnout is defined as symptoms of work exhaustion and interpersonal disengagement.

In 2023, Residents who grew up in the Lower/Lower-middle or Middle SES households are less likely to be professionally fulfilled than those who grew up in the Upper-middle/Upper SES (26% Upper-middle/Upper, 18% Middle, 20% Lower/Lower-middle) and are also more likely to experience burnout than those who grew up in the Upper-middle/Upper SES (46% Upper-middle/Upper, 54% Middle, 51% Lower/Lower-middle). We also see that those who identify as Female are less likely to be professionally fulfilled than those who identify as Male (19% Female, 26% Male).

	Upper SES	Middle SES	Lower SES
Likely to be Professionally Fulfilled	26%	18%	20%
More Likely to Experience Burnout	46%	54%	51%
	Female	Male	Other Gender Identity
Likely to be Professionally Fulfilled	19%	26%	15%
More Likely to Experience Burnout	50%	49%	54%

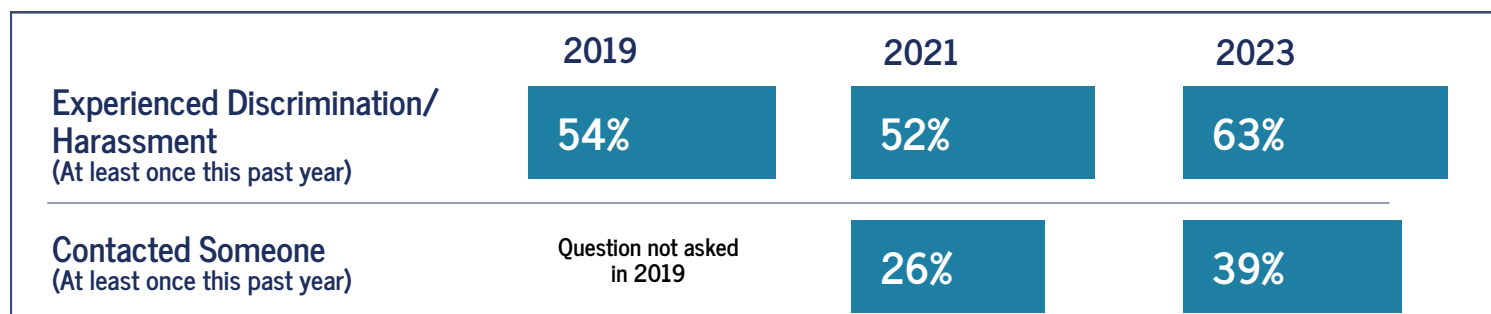
Well-Being

Health and Well-being ratings increased slightly from 2021 to 2023, with 52% stating their overall health was Excellent or Very Good compared to 48% in 2021. In 2023, we saw an increase in the proportion of Residents regularly worrying about money, growing from 34% in 2021 to 49% in 2023. Such an increase is also seen in Clinical Fellows and MD learner populations.



Learner Environment

The experience of mistreatment among Residents continues to be a concern, consistent with other medical learners. 63% report experiencing discrimination and/or harassment in 2023, which is an increase compared to 2021 (52%) and 2019 (54%). Sources of discrimination and/or harassment in 2023 are identified as Patients/Patient families (54%), Faculty members (46%), and Nursing staff (29%). The rise in Patient/Patient families as a source of mistreatment is similar to the MD Student and Clinical Fellow populations. There is an increase in the percentage of residents reaching out as a result of mistreatment, with 39% indicating they had contacted someone in 2023 compared to 26% in 2021.



You Said, We Heard

Results from the Voice of the Resident survey are instrumental in guiding future initiatives and measuring the impact of existing programs. To help drive action with these results, departmental reports of the Voice of the Resident data have been shared with all departments where the response met our reporting threshold (n > 10).

The [Office of Learner Affairs](#) is continually expanding its scope of services and resources under the leadership of Dr. Tony Pignatiello and offers a range of services, from personal and career counseling to support in reporting learner mistreatment (see [2022-2023 Annual Learner Experience Report](#)), as well as accommodations and accessibility. Dr. Heather Flett is leading a strategy to support learner wellness, and Dr. Lisa Richardson oversees a range of offerings throughout the Office of Inclusion and Diversity, including Temerty Medicine Community Connects (TMCC) events to create safe spaces for the safe dissemination of data and shared experiences to drive action.

The Learning Environment Faculty Development Working group has developed a [primer for teachers](#) on how to navigate when they witness learner mistreatment or when the learners would like to discuss a mistreatment incident with them.

We also work in partnership with organizations such as PARO and Ontario Teaching Hospitals to support the fair compensation and recognition of residents for their important contribution to healthcare in Ontario and ensure our learners have resources to support their well-being and thrive during residency.

Target Population

All Residents who were enrolled in a U of T residency in the 2022-23 academic year and active for 1 month or more in that program.

Data Collection

Family Medicine residents
– May 23rd to June 28th
RCPSC Program residents
– March 29th to June 27th

Response Rate

53%