

**P.112****Understanding obstacles: a neurosurgical view on gender disparities in career progression**

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**Background:** Gender disparities persist in neurosurgery, unfortunately impacting career progression for women. Understanding these challenges is vital for fostering inclusivity. **Methods:** An international survey designed using a physician wellness framework was sent to neurosurgeons between June 2021 and November 2021. Univariate analysis (Kruskal-Wallis Test) was performed to assess various aspects of perceived career progression as a function of gender. **Results:** Of the total 537 respondents (64% neurosurgeons, 6% fellows, and 30% residents), 69% identified as male, 29% as female, and 2% as other. Compared to their male colleagues, female neurosurgeons expressed greater desire to advance in their career ( $p < 0.05$ ) and to leave their home country in the interest of job prospects ( $p < 0.05$ ). Despite these aspirations, female neurosurgeons reported that they did not have available career advancement opportunities ( $p < 0.05$ ), that the culture in their country inhibited their career advancement ( $p < 0.05$ ), and that they felt subject to harassment at their workplace ( $p < 0.05$ ). **Conclusions:** Our survey highlights significant gender-related obstacles in neurosurgical career advancement. Female neurosurgeons express strong career aspirations but face barriers such as limited opportunities, cultural impediments, and harassment. Addressing these challenges is crucial for achieving gender equity in neurosurgery.

**P.113****Mind the gap: illuminating gender disparities in neurosurgical inclusion and diversity**

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**Background:** Gender disparities endure in neurosurgery, impacting the experiences of female practitioners. Unveiling these challenges is crucial for promoting inclusivity and addressing the unique obstacles faced by women in the field. **Methods:** An international survey designed using a physician wellness framework was sent to neurosurgeons between June 2021 and November 2021. Univariate analysis (Kruskal-Wallis Test) was performed to assess feelings of inclusion and diversity as a function of gender. **Results:** Of the total 384 respondents (65% neurosurgeons, 6% fellows, and 29% residents), 71% identified as male, 27% as female, and 2% as other. Compared to their male colleagues, female neurosurgeons more strongly endorsed feeling that their career progression has been limited by their gender ( $p < 0.05$ ) and were less likely to feel entrusted in their surgical ability ( $p < 0.05$ ) or to have equal access to surgical resources ( $p < 0.05$ ). Furthermore, they were less likely to endorse feelings that leaders in their department were committed to creating an inclusive environment ( $p < 0.05$ ). **Conclusions:** Our survey sheds light on significant gender-related disparities in neurosurgery. Female neurosurgeons express

heightened concerns about gender-limiting career progression, reduced trust in their surgical abilities, and disparities in resource access. These findings underscore the imperative to foster a more inclusive and supportive environment within the field.

**NEUROTRAUMA****P.114****The impact of screening for anxious and depressive symptoms on the outcome of patients with a mild traumatic brain injury**

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**Background:** An estimated 27-69 million individuals worldwide sustain a mild Traumatic Brain Injury (mTBI) each year, making it an important public health concern. Many victims experience post-injury neuropsychological issues such as anxiety and depression, which are associated with more post-concussive symptoms and worse functional outcomes. We sought to determine a systematic process to document the presence of anxiety and depression symptoms in mTBI patients to prevent negative impacts on their recovery. **Methods:** We administered the Generalized Anxiety Disorder-7 (GAD-7) and Center for Epidemiologic Studies Depression Scale Revised (CESDR-10) questionnaires, no more than three months after injury, to screen for these symptoms. A retrospective chart review was performed for 328 patients from the Montreal General Hospital mTBI Clinic who either received these questionnaires ( $N=143$ ,  $M_{age}=40.36$ ,  $SD_{age}=15.557$ ,  $N_{female}=90$ ,  $N_{male}=53$ ) or did not ( $N=185$ ,  $M_{age}=41.17$ ,  $SD_{age}=16.449$ ,  $N_{female}=114$ ,  $N_{male}=71$ ). The number of interventions received between groups were compared using ANOVA. **Results:** Patients who received the questionnaires ( $M=1.34$ ,  $SD=0.978$ ) were referred to significantly more interventions than those who did not ( $M=0.90$ ,  $SD=0.876$ ,  $p < 0.001$ ) and the rate of referral positively correlated with GAD-7 and CESDR-10 scores. **Conclusions:** Screening for symptoms of anxiety and depression post mTBI helps clinicians refer patients to the appropriate resources, which in turn should improve outcome.

**P.115****The national impact of traumatic brain injury on labor markets: a canada-wide observational cohort study of post-injury employment and personal income loss**

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**Background:** Employment and personal income loss after traumatic brain injury (TBI) is a major source of post-injury