NOTICE: This document contains correspondence generated during peer review and subsequent revisions but before transmittal to production for composition and copyediting:

- Comments from the reviewers and editors (email to author requesting revisions)
- Response from the author (cover letter submitted with revised manuscript)*
- Email correspondence between the editorial office and the authors*

*The corresponding author has opted to make this information publicly available.

Personal or nonessential information may be redacted at the editor’s discretion.

Questions about these materials may be directed to the Obstetrics & Gynecology editorial office: obgyn@greenjournal.org.
RE: Manuscript Number ONG-19-155

The More Things Change
Implications of Race, Gender and Generation
Reflections by Three Physicians in Three Parts

Dear Dr. Woods:

Your manuscript has been reviewed by the Editorial Board and by special expert referees. Although it is judged not acceptable for publication in Obstetrics & Gynecology in its present form, we would be willing to give further consideration to a revised version.

If you wish to consider revising your manuscript, you will first need to study carefully the enclosed reports submitted by the referees and editors. Each point raised requires a response, by either revising your manuscript or making a clear and convincing argument as to why no revision is needed. To facilitate our review, we prefer that the cover letter include the comments made by the reviewers and the editor followed by your response. The revised manuscript should indicate the position of all changes made. We suggest that you use the "track changes" feature in your word processing software to do so (rather than strikethrough or underline formatting).

Your paper will be maintained in active status for 21 days from the date of this letter. If we have not heard from you by Apr 11, 2019, we will assume you wish to withdraw the manuscript from further consideration.

REVIEWER COMMENTS:

Reviewer #1:

Overall: The authors present a personal perspectives on race and gender in medicine. There are some major weaknesses.

Overall the manuscript is too long. Perspectives are most impactful if they are as short and succinct as possible.

There are times where what is written appears more as a personal diary rather than as a true perspective or thoughtful analysis of a thesis or underlying premise (the original question asked by the author).

Lines 35-36: Please more clear about what you mean by "who have all come into our careers....."

Lines 64-10: This personal history doesn't add to your story. The details and information about the past appears to be more of a diary then supporting a thesis..

Lines 285-295. This section would be stronger if the focus was on the statement in line 286-287. There is a lot of information in this section that is more historical and like a diary.

Reviewer #2: When I saw the title of this article, I couldn't wait to read it. Essays by three African American ob/gyns from different generations could offer valuable insights into their unique experiences in our specialty and maybe even influence the behavior of the rest of us. However, after spending some time with the piece, I was unable to glean as much as I had hoped. Although the second essay was genuinely interesting and moving, the first and third primarily discussed family issues common to all ob/gyns. All three authors noted the opportunities they had been given compared to previous generations, but there seemed to be very little change over the time periods during which they themselves had trained and practiced. Of course, that could be a good thing, implying that we achieved a state of racial parity in medicine several years ago - except that it's the youngest writer who describes a case of blatant racism.

I think perhaps the focus of the article "race, gender, and generation" was a bit too broad. If the three authors were to concentrate purely on what they have in common, being African-Americans in ob/gyn, they might create a tighter, more
provocative piece. It was reassuring to read such positive words from all three physicians, but in order to hold readers' attention, the article could benefit from more stories, and perhaps more conflict. As a Caucasian, I can't say for sure, but I would imagine that Drs. Woods and Lindsay have had at least a few encounters with colleagues, faculty, patients, etc. where they were met with the kind of racism described by Dr. Robertson. (Certainly my own African-American colleagues have described these to me.) Have these incidents decreased over time, with new generations? The title of the article, "The More Things Change," implies that they have, but of course the rest of that old saying is "the more they stay the same." If we had more information along these lines from all three doctors, we might be able to decide which is true.

Reviewer #3:

In the introductory paragraph, I would have liked to have an actual citation to this NEJM article that you reference.

Lines 54-56 is a run-on sentence that is hard to parse out, please re-write.

Line 71 - remove the word "come"

Line 90 - slavery should not be capitalized

Line 92 - should be "record-setting"

Dr. Woods' portion of the essay focuses mostly on gender - her memories of the strong women in her family, how she always felt she would have a family and career, and how she has struggled to manage both, while alluding to how this struggle is not necessarily true of her (presumably male) partner. However, she really does not address how race shaped her career decisions or struggles. I would be very interested to hear more about this, as I think we all know very well the struggles of "work-life balance" and how this burden is felt much more by women than men. But, I think we are only beginning to understand how race affects people's careers, how racism affects them, and how the intersection of their race and gender plays into their careers and lives. Although Dr. Woods talks about her race and some memories of her upbringing, she does not address this in terms of her career choice or experiences in her education, training, and work.

I found Dr. Robertson's portion of the essay compelling, and I am sure that so many others have stories just like his. Indeed, reading this I began to think that there could be another type of #metoo movement around racist experiences that physicians of color have had. I am white, and do not have to contend with racism on a daily basis, but as a woman I definitely have had sexist experiences that I remember vividly just as Dr. Robertson remembers the experience he recounts. I found that reading this brought those to light, and I would like to hear more about this. I think everyone in medicine needs to be awakened to these issues. The fact that his preceptor said nothing in light of that racist and offensive comment shows we have a LONG way to go.

I also appreciated his comment at the end, that he is "motivated to provide excellent care to all patients, even those who would prefer to receive that care from someone who does not look like me." This shows the commitment to patients that we have as physicians, and reminds me of the many Jewish physicians and nurses that took care of the man who massacred many people at the Jewish synagogue in Pittsburgh recently.

Line 216, I suspect it should say "although poor, education..."

Line 230-231, "I considered this carefully and decided that delivering a baby was an important job" - love this sentence! You can just imagine the wheels turning in this little boy's head, thinking this.

Line 244 - HBCU, this acronym should be spelled out first as many people may not know that it stands for historically black college/university

Line 253 - should be "pre-med"

The commentary from Dr. Lindsay is also very interesting, as it is somewhat contrasted with Dr. Robertson's feelings about how race has impacted his career so far. They seem to recount different things about how race has impacted their careers, with Dr. Robertson remembering many of the challenges (although also many positives which he recounts in his last paragraph), and Dr. Lindsay discussing his mentors and colleagues that have helped him along the way.

Overall I found this a very interesting article to read, especially as I am not a person of color and I think that medicine, and our society in general, needs to read these types of commentaries and raise up the voices of women, people of color, and other marginalized communities to better understand these communities and the ways in which their experiences are shaped by their different identities, and especially the ways in which we may be contributing to the often sexist and racist power structures that exist in medicine.

All of that said, I think the piece would need to be revised before publication. There are many grammatical and
punctuation errors, as well as some strange writing patterns with run-on sentences throughout the piece. At times it seems more like the authors were writing in more of a conversational manner than would be preferred for a publication such as the green journal. I would suggest having some colleagues read this and offer suggestions for making the writing more appropriate for a professional publication. I also would like to hear more about Dr. Woods' feelings on how her race has affected her career. Finally, the concept of "generation" is mentioned in the title, and while it is clear that the writers are from different generations, there is no commentary about how that may have affected their experiences. The reader is left to make their own conclusions about that, but I think it may be nice to have a closing paragraph that comments on this.

Reviewer #4: Perspectives

Thank you for this reflection. It is really lovely to read. Two comments:

1. Please undertake a thorough proofread. I have not listed everything but here are a few examples. The use of hyphenations needs particular attention.
   * Line 24 and Line 27 change "where" to "in which"
   * Line 29 US to United States (US)
   * Line 29-30 lack of commas makes this sentence confusing. Perhaps change to--Legacy of slavery, inequality for women, and subordination of other minority groups
   * Line 35 Here we have...Professor; we have all come into our careers
   * Line 63 my sisters and me
   * Line 126 one of my children "has" a game
   * Line 150 "when" I decided that I wanted to be...
   * Line 167 mid morning (no hyphen)
   * Line 227 write out the number seven
   * Line 289 self-esteem requires no hyphen

2. I think it would be nice to have a concluding paragraph. I kept waiting for a wrap up.

EDITOR COMMENTS:

1. Thank you for your submission. I have made some additional comments on your manuscript, which are largely in line with those above. Most importantly for moving forward for your manuscript with revision, your manuscript needs to be shortened and focused quite a bit. The themes set up by your title (The More Things Change) and your introductory paragraphs are not clearly carried through in your individual contributions.

In addition to the comments from the reviewers above, you are being sent a notated PDF that contains the Editor's specific comments. Please review and consider the comments in this file prior to submitting your revised manuscript. These comments should be included in your point-by-point response cover letter.

***The notated PDF is uploaded to this submission's record in Editorial Manager. If you cannot locate the file, contact Randi Zung and she will send it by email - rzung@greenJournal.org.***

- Dr. Woods, your essay is very interesting as a way of telling us the influences that led you to your career. I'm not sure, however, that it accomplishes what you said your goal was: to describe how race and gender have informed your career. Yes--strong female role models absolutely were important. However, your description is really mostly about your childhood. If you are trying to explain how things "changed" as your title suggests, as a reader, I am expecting your paper to address some of the conflicts that you have faced as a woman and as an African American. What you've described implies a pretty straight path towards where you are now. Is that the "change" you want to explicate?

Please understand that I've thoroughly enjoyed reading your story and I find it inspiring. My question to you--does what you've written address the purpose of your paper over all?

- would you consider ordering these separate accounts temporally? Dr. Lindsay's first, then Woods, then Robertson? Your theme is change--it should go from oldest to youngest in order to show change.

- my sister and me
- Given that the piece is about change, this sentence is an important one. Can you tell us how you know these older trailblazers were subjected to more frequent and blatant episodes like this.

- not sure what you mean by "poor education" here. Also, its an incomplete sentence.

- as our journal has an international readership, could you tell us the names of the institutions?

- Since your essay is part of a larger work on "how things have changed" do you think this is unique to underrepresented minorities or carries more weight or importance?

- Again, is this part of the focus of your paper? Truly important information but does it belong in a different context than this work?

- One of the themes that each of you has expressed is the sense of continuity with prior generations of African American doctors and role models.

2. The Editors of Obstetrics & Gynecology are seeking to increase transparency around its peer-review process, in line with efforts to do so in international biomedical peer review publishing. If your article is accepted, we will be posting this revision letter as supplemental digital content to the published article online. Additionally, unless you choose to opt out, we will also be including your point-by-point response to the revision letter, as well as subsequent author queries. If you opt out of including your response, only the revision letter will be posted. Please reply to this letter with one of two responses:
   1. **OPT-IN**: Yes, please publish my response letter and subsequent email correspondence related to author queries.
   2. **OPT-OUT**: No, please do not publish my response letter and subsequent email correspondence related to author queries.

3. As of December 17, 2018, Obstetrics & Gynecology has implemented an "electronic Copyright Transfer Agreement" (eCTA) and will no longer be collecting author agreement forms. When you are ready to revise your manuscript, you will be prompted in Editorial Manager (EM) to click on "Revise Submission." Doing so will launch the resubmission process, and you will be walked through the various questions that comprise the eCTA. Each of your coauthors will receive an email from the system requesting that they review and electronically sign the eCTA.

Any author agreement forms previously submitted will be superseded by the eCTA. During the resubmission process, you are welcome to remove these PDFs from EM. However, if you prefer, we can remove them for you after submission.

4. Because of space limitations, it is important that your revised manuscript adhere to the following length restrictions by manuscript type: Personal Perspectives essays should not exceed 12 typed, double-spaced pages (3,000 words). Stated page limits include all numbered pages in a manuscript (i.e., title page, précis, abstract, text, references, tables, boxes, figure legends, and print appendixes) but exclude references.

5. Title: Could this be edited so that it flows into a single phrase? It currently has three hard breaks. You could insert a colon or a dash somewhere to help it flow together.

6. Specific rules govern the use of acknowledgments in the journal. Please note the following guidelines:

   * All financial support of the study must be acknowledged.
   * Any and all manuscript preparation assistance, including but not limited to topic development, data collection, analysis, writing, or editorial assistance, must be disclosed in the acknowledgments. Such acknowledgments must identify the entities that provided and paid for this assistance, whether directly or indirectly.
   * All persons who contributed to the work reported in the manuscript, but not sufficiently to be authors, must be acknowledged. Written permission must be obtained from all individuals named in the acknowledgments, as readers may infer their endorsement of the data and conclusions. Please note that your response in the journal's electronic author form verifies that permission has been obtained from all named persons.
   * If all or part of the paper was presented at the Annual Clinical and Scientific Meeting of the American College of Obstetricians and Gynecologists or at any other organizational meeting, that presentation should be noted (include the exact dates and location of the meeting).

7. Provide a précis on the second page, for use in the Table of Contents. The précis is a single sentence of no more than 25 words that states the conclusion(s) of the report (i.e., the bottom line). The précis should be similar to the abstract's conclusion. Do not use commercial names, abbreviations, or acronyms in the précis. Please avoid phrases like "This paper presents" or "This case presents."

8. Only standard abbreviations and acronyms are allowed. A selected list is available online at http://edmgr.ovid.com/ong/accounts/abbreviations.pdf. Abbreviations and acronyms cannot be used in the title or précis. Abbreviations and acronyms must be spelled out the first time they are used in the abstract and again in the body of the manuscript.

9. The journal does not use the virgule symbol (/) in sentences with words. Please rephrase your text to avoid using "and/or," or similar constructions throughout the text. You may retain this symbol if you are using it to express data or a measurement.
10. Authors whose manuscripts have been accepted for publication have the option to pay an article processing charge and publish open access. With this choice, articles are made freely available online immediately upon publication. An information sheet is available at http://links.lww.com/LWW-ES/A48. The cost for publishing an article as open access can be found at http://edmgr.ovid.com/acd/accounts/ifauth.htm.

Please note that if your article is accepted, you will receive an email from the editorial office asking you to choose a publication route (traditional or open access). Please keep an eye out for that future email and be sure to respond to it promptly.

11. If you choose to revise your manuscript, please submit your revision via Editorial Manager for Obstetrics & Gynecology at http://ong.editorialmanager.com. It is essential that your cover letter list point-by-point the changes made in response to each criticism. Also, please save and submit your manuscript in a word processing format such as Microsoft Word.

If you submit a revision, we will assume that it has been developed in consultation with your co-authors and that each author has given approval to the final form of the revision.

Again, your paper will be maintained in active status for 21 days from the date of this letter. If we have not heard from you by Apr 11, 2019, we will assume you wish to withdraw the manuscript from further consideration.

Sincerely,

Nancy C. Chescheir, MD
Editor-in-Chief

2017 IMPACT FACTOR: 4.982
2017 IMPACT FACTOR RANKING: 5th out of 82 ob/gyn journals

In compliance with data protection regulations, you may request that we remove your personal registration details at any time. (Use the following URL: https://www.editorialmanager.com/ong/login.asp?a=r) Please contact the publication office if you have any questions.
Dear Editors,

Topics such as physician wellness and physician burnout have been in the forefront of our consciousness lately as doctors. Add these to the current political environment of social polarization in the United States, and interesting questions tend to come up in casual conversation. In this background, myself and two colleagues who are African American decided to put some of our reflections and thoughts to paper to share some of our own perspectives, impressions and experiences with our colleagues. We hope to inspire further conversation and reflection and also demonstrate the fact that in worse circumstances historically, we all have continued to grow and thrive.

We greatly appreciate the time and thoughtfulness given to our essay and have considered each comment carefully with the appropriate edits undertaken, please see your comments and my responses in red below.

Thank you,

Kalinda Woods, MD
Corresponding Author

REVIEWER COMMENTS:

Reviewer #1:

Overall: The authors present a personal perspectives on race and gender in medicine. There are some major weaknesses.

Overall the manuscript is too long. Perspectives are most impactful if they are as short and succinct as possible. We have removed extraneous information and commentary to provide a more precise essay.

There are times where what is written appears more as a personal diary rather than as a true perspective or thoughtful analysis of a thesis or underlying premise (the original question asked by the author). Removed some of the more conversational portions to focus more on the premise of impact of race.

Lines 35-36: Please more clear about what you mean by "who have all come into our careers....." changed this.

Lines 64-10: This personal history doesn't add to your story. The details and information about the past appears to be more of a diary then supporting a thesis.. Respectfully disagree, I personally think essays read better when more conversational/ storytelling style, but to your point the essay has been attenuated and much of this removed.

Lines 285-295. This section would be stronger if the focus was on the statement in line 286-287. There is a lot of information in this section that is more historical and like a diary. See above.

Reviewer #2: When I saw the title of this article, I couldn't wait to read it. Essays by three African American ob/gyns from different generations could offer valuable insights into their unique experiences in our specialty and maybe even influence the behavior of the rest of us. However, after spending some time with the piece, I was unable to glean as much as I had hoped. Although the second essay was genuinely interesting and moving, the first and third primarily discussed family issues common to all ob/gyns. All three authors noted the opportunities they had been given compared to previous generations, but there seemed to be very little change over the time periods during which they themselves had trained and practiced. Of course, that could be a good thing, implying that we achieved a state of
racial parity in medicine several years ago - except that it's the youngest writer who describes a case of blatant racism. Good point, added additional reflections to this end.

I think perhaps the focus of the article "race, gender, and generation" was a bit too broad. If the three authors were to concentrate purely on what they have in common, being African-Americans in ob/gyn, they might create a tighter, more provocative piece. It was reassuring to read such positive words from all three physicians, but in order to hold readers' attention, the article could benefit from more stories, and perhaps more conflict. As a Caucasian, I can't say for sure, but I would imagine that Drs. Woods and Lindsay have had at least a few encounters with colleagues, faculty, patients, etc. where they were met with the kind of racism described by Dr. Robertson. (Certainly my own African-American colleagues have described these to me.) Have these incidents decreased over time, with new generations? The title of the article, "The More Things Change," implies that they have, but of course the rest of that old saying is "the more they stay the same." If we had more information along these lines from all three doctors, we might be able to decide which is true.

This is very thoughtful, thank you, and I agree with you. Race and gender might be too much to tackle, so I removed much of my portion of the essay which focused on gender/parenting/gender roles, etc, and added a few personal experiences of racism/ stereotyping.

Reviewer #3:

In the introductory paragraph, I would have liked to have an actual citation to this NEJM article that you reference. I don't have a citation for this, so I changed the line from including a proper name to the generic "a medical journal" and I hope this is acceptable because I love the imagery of this metaphor and I think it speaks to the universality/humanness which can exist in an ideal world devoid of false and unfair social constructs.

Lines 54-56 is a run-on sentence that is hard to parse out, please re-write. Done.

Line 71 - remove the word "come"

Line 90 - slavery should not be capitalized

Line 92 - should be "record-setting"

All of the above have been repaired.

Dr. Woods' portion of the essay focuses mostly on gender - her memories of the strong women in her family, how she always felt she would have a family and career, and how she has struggled to manage both, while alluding to how this struggle is not necessarily true of her (presumably male) partner. However, she really does not address how race shaped her career decisions or struggles. I would be very interested to hear more about this, as I think we all know very well the struggles of "work-life balance" and how this burden is felt much more by women than men. But, I think we are only beginning to understand how race affects people's careers, how racism affects them, and how the intersection of their race and gender plays into their careers and lives. Although Dr. Woods talks about her race and some memories of her upbringing, she does not address this in terms of her career choice or experiences in her education, training, and work. Modified, agree. Thank you.

I found Dr. Robertson's portion of the essay compelling, and I am sure that so many others have stories just like his. Indeed, reading this I began to think that there could be another type of #metoo movement around racist experiences that physicians of color have had. I am white, and do not have to contend with racism on a daily basis, but as a woman I definitely have had sexist experiences that I remember vividly just as Dr. Robertson remembers the experience he recounts. I found that reading this brought those to light, and I would like to hear more about this. I think everyone in medicine needs to be awakened to these issues. The fact that his preceptor said nothing in light of that racist and offensive comment shows we have a LONG way to go.

I also appreciated his comment at the end, that he is "motivated to provide excellent care to all patients, even those who would prefer to receive that care from someone who does not look like me." This shows the commitment to patients that we have as physicians, and reminds me of the many Jewish physicians and nurses that took care of the man who massacred many people at the Jewish synagogue in Pittsburgh recently.

Line 216, I suspect it should say "although poor, education...

Line 230-231, "I considered this carefully and decided that delivering a baby was an important job" - love this sentence! You can just imagine the wheels turning in this little boy's head, thinking this.
Line 244 - HBCU, this acronym should be spelled out first as many people may not know that it stands for historically black college/university

Line 253 - should be "pre-med"

All repaired, thank you.

The commentary from Dr. Lindsay is also very interesting, as it is somewhat contrasted with Dr. Robertson's feelings about how race has impacted his career so far. They seem to recount different things about how race has impacted their careers, with Dr. Robertson remembering many of the challenges (although also many positives which he recounts in his last paragraph), and Dr. Lindsay discussing his mentors and colleagues that have helped him along the way.

Overall I found this a very interesting article to read, especially as I am not a person of color and I think that medicine, and our society in general, needs to read these types of commentaries and raise up the voices of women, people of color, and other marginalized communities to better understand these communities and the ways in which their experiences are shaped by their different identities, and especially the ways in which we may be contributing to the often sexist and racist power structures that exist in medicine.

All of that said, I think the piece would need to be revised before publication. There are many grammatical and punctuation errors, as well as some strange writing patterns with run-on sentences throughout the piece. At times it seems more like the authors were writing in more of a conversational manner than would be preferred for a publication such as the green journal. I would suggest having some colleagues read this and offer suggestions for making the writing more appropriate for a professional publication. I also would like to hear more about Dr. Woods’ feelings on how her race has affected her career. Finally, the concept of “generation” is mentioned in the title, and while it is clear that the writers are from different generations, there is no commentary about how that may have affected their experiences. The reader is left to make their own conclusions about that, but I think it may be nice to have a closing paragraph that comments on this. Thank you for these comments. Hopefully you find the edited version more fluid and in keeping with the title.

Reviewer #4: Perspectives

Thank you for this reflection. It is really lovely to read. Two comments:

1. Please undertake a thorough proofread. I have not listed everything but here are a few examples. The use of hyphenations needs particular attention.
   * Line 24 and Line 27 change "where" to "in which"
   * Line 29 US to United States (US)
   * Line 29-30 lack of commas makes this sentence confusing. Perhaps change to--Legacy of slavery, inequality for women, and subordination of other minority groups
   * Line 35 Here we have…Professor; we have all come into our careers
   * Line 63 my sisters and me
   * Line 126 one of my children “has” a game
   * Line 150 “when” I decided that I wanted to be…
   * Line 167 mid morning (no hyphen)
   * Line 227 write out the number seven
   * Line 289 self-esteem requires no hyphen

Repaired

2. I think it would be nice to have a concluding paragraph. I kept waiting for a wrap up.

See below*

EDITOR COMMENTS:

1. Thank you for your submission. I have made some additional comments on your manuscript, which are largely in
line with those above. Most importantly for moving forward for your manuscript with revision, your manuscript needs to be shortened and focused quite a bit. The themes set up by your title (The More Things Change) and your introductory paragraphs are not clearly carried through in your individual contributions.

In addition to the comments from the reviewers above, you are being sent a notated PDF that contains the Editor’s specific comments. Please review and consider the comments in this file prior to submitting your revised manuscript. These comments should be included in your point-by-point response cover letter.

***The notated PDF is uploaded to this submission’s record in Editorial Manager. If you cannot locate the file, contact Randi Zung and she will send it by email - rzung@greenjournal.org.***

- Dr. Woods, your essay is very interesting as a way of telling us the influences that led you to your career. I'm not sure, however, that it accomplishes what you said your goal was: to describe how race and gender have informed your career. Yes--strong female role models absolutely were important. However, your description is really mostly about your childhood. If you are trying to explain how things "changed" as your title suggests, as a reader, I am expecting your paper to address some of the conflicts that you have faced as a woman and as an African American. What you've described implies a pretty straight path towards where you are now. Is that the "change" you want to explicate? Removed and added additional reflections to your point. Thank you.

Please understand that I've thoroughly enjoyed reading your story and I find it inspiring. My question to you--does what you've written address the purpose of your paper over all? I believe it does. The purpose was to examine how race (if at all) has affected each of us in our career trajectory and choices. I think the overarching theme is that in much of mainstream society/ media, as Black Americans we are sometimes expected to be “downtrodden”, belabored and overburdened by racism and systemic barriers to success, but DESPITE this legacy, all three of us, supported by our wonderfully strong and loving, resilient families, upbringing and a community bursting with pride and hope have realized our dreams. Of course, there are micro-aggressions and adversities embedded into the American Culture, but DESPITE these things, we succeed.

- would you consider ordering these separate accounts temporally? Dr. Lindsay's first, then Woods, then Robertson? Your theme is change--it should go from oldest to youngest in order to show change.

- my sister and me

- Given that the piece is about change, this sentence is an important one. Can you tell us how you know these older trailblazers were subjected to more frequent and blatant episodes like this.

- not sure what you mean by "poor education" here. Also, it's an incomplete sentence.

- as our journal has an international readership, could you tell us the names of the institutions?

- Since your essay is part of a larger work on "how things have changed" do you think this is unique to under represented minorities or carries more weight or importance?

- Again, is this part of the focus of your paper? Truly important information but does it belong in a different context than this work?

- One of the themes that each of you has expressed is the sense of continuity with prior generations of African American doctors and role models.

Repaired, see above. Thank you. Also, excellent idea to list essays in order of seniority, very appropriate- thank you.

*I have tried to pare it down as much as possible and with word count limitations, cannot fit in a summary paragraph. I do think each essay stands on its own which is why I opted for an intro versus a summary paragraph. I believe each story is that much more impactful as an individual recollection supporting the theme.

2. The Editors of Obstetrics & Gynecology are seeking to increase transparency around its peer-review process, in line with efforts to do so in international biomedical peer review publishing. If your article is accepted, we will be posting this revision letter as supplemental digital content to the published article online. Additionally, unless you choose to opt out, we will also be including your point-by-point response to the revision letter, as well as subsequent author queries. If you opt out of including your response, only the revision letter will be posted. Please reply to this letter with one of two responses:
1. OPT-IN: Yes, please publish my response letter and subsequent email correspondence related to author queries.  OPT IN

2. OPT-OUT: No, please do not publish my response letter and subsequent email correspondence related to author queries.

3. As of December 17, 2018, Obstetrics & Gynecology has implemented an "electronic Copyright Transfer Agreement" (eCTA) and will no longer be collecting author agreement forms. When you are ready to revise your manuscript, you will be prompted in Editorial Manager (EM) to click on "Revise Submission." Doing so will launch the resubmission process, and you will be walked through the various questions that comprise the eCTA. Each of your coauthors will receive an email from the system requesting that they review and electronically sign the eCTA.

Any author agreement forms previously submitted will be superseded by the eCTA. During the resubmission process, you are welcome to remove these PDFs from EM. However, if you prefer, we can remove them for you after submission.

4. Because of space limitations, it is important that your revised manuscript adhere to the following length restrictions by manuscript type: Personal Perspectives essays should not exceed 12 typed, double-spaced pages (3,000 words). Stated page limits include all numbered pages in a manuscript (i.e., title page, précis, abstract, text, references, tables, boxes, figure legends, and print appendixes) but exclude references.

5. Title: Could this be edited so that it flows into a single phrase? It currently has three hard breaks. You could insert a colon or a dash somewhere to help it flow together.

6. Specific rules govern the use of acknowledgments in the journal. Please note the following guidelines:

* All financial support of the study must be acknowledged.
* Any and all manuscript preparation assistance, including but not limited to topic development, data collection, analysis, writing, or editorial assistance, must be disclosed in the acknowledgments. Such acknowledgments must identify the entities that provided and paid for this assistance, whether directly or indirectly.
* All persons who contributed to the work reported in the manuscript, but not sufficiently to be authors, must be acknowledged. Written permission must be obtained from all individuals named in the acknowledgments, as readers may infer their endorsement of the data and conclusions. Please note that your response in the journal’s electronic author form verifies that permission has been obtained from all named persons.
* If all or part of the paper was presented at the Annual Clinical and Scientific Meeting of the American College of Obstetricians and Gynecologists or at any other organizational meeting, that presentation should be noted (include the exact dates and location of the meeting).
Dear Ms. Zung,

Please find the edited version with revisions undertaken. Please note these items:

1. Corresponding email address updated to my academic email
2. Zip code corrected
3. Precis added
4. Concluding paragraph added under the heading "Conclusion", editors feel free to change or remove this heading. I was not sure how to highlight the last paragraph indicating myself as the author since a different author (Robertson) "speaks" right before the concluding paragraph.

Sincere thanks to the editors and Dr. Chescheir for the helpful and thoughtful feedback, I cannot express how appreciative I am.

Thank you,

Kalinda Woods

-----Original Message-----
From: Randi Zung <RZung@greenjournal.org>
To: ...
Sent: Thu, Apr 11, 2019 9:28 am
Subject: Your Revised Manuscript 19-155R1

Dear Dr. Woods:

Your revised manuscript is being reviewed by the Editors. Before a final decision can be made, we need you to address the following queries. Please make the requested changes to the latest version of your manuscript that is attached to this email. Please track your changes and leave the ones made by the Editorial Office. Please also note your responses to the author queries in your email message back to me.

1. General Comment from Dr. Chescheir: Thank you very much for the revision you have submitted which is much more tightly written and more powerful than the first version. I know how difficult this can be. Please see the attached MS Word file for some further, rather minor suggestions.

2. General: The Manuscript Editor and Dr. Chescheir have made edits to the manuscript using track changes. Please review them to make sure they are correct.

3. Title Page Information: Please review the information added to the title page to make sure it’s correct. done, see above

4. Precis: Provide a precis of about 25 words that summarizes the conclusion of your paper. This should be a single sentence. complete

5. Line 28: For clarity, who do you mean by “our” history? Do you mean “The unfortunate history of African American people in the United States and the legacy of slavery” or perhaps “The unfortunate history of the United
States and the legacy of enslavement of Africans and subordination of other minority groups...?" or something else? I’ve made these two suggestions to help address the next comment as well. thank you, modified

6. Line 29: Although implied by the reference to slavery, you reference to “other minority groups” is incomplete as you don’t previously mention a minority group. I removed the reference to "others" and narrowed it to" women" since gender bias is discussed albeit briefly, in the text modified

7. Line 30: Psychosocial effects for who? Certainly not on you specifically since you reference “academic texts”. modified


9. Line 72: Ability or track record? modified to track record

10. Line 125: White Coat ceremonies were started in 1993, 26 years ago. Do you mean this? Perhaps a different imagined event would be better? changed this

11. Line 253: I agree with one of your reviewers who was expecting a summary paragraph. In your response letter originally, you wrote the response to me [inserted in the text as a screenshot]. Could you modify this (slightly) as a concluding paragraph? It’s really very powerful and I think captures your essays. done, not sure how to title that paragraph, see above

To facilitate the review process, we would appreciate receiving a response by April 15.

Best,
Randi Zung