Reviewer’s report

Title: The perceived organizational impact of the gender gap across a Canadian Department of Medicine and proposed strategies to combat it: a qualitative study.

Version: 0 Date: 27 Nov 2017

Reviewer: Mats Brommels

Reviewer’s report:

This is a well-designed study on an important topic. Two comments:

1. As the study sets out to assess "the impact of the existing gender gap on organizational effectiveness and workplace culture", one expects the authors to review the previous literature on those aspects specifically. Are there really no studies on the impact on effectiveness and culture?

2. Could the authors be more specific when elaborating on the views of the interviewees regarding the potential impact on organisational effectiveness? The three overarching themes identified in the interview data were all aspects of organisational culture. The first part of the research question is only briefly commented on in the discussion by referring to possible effects on patient care. Any references made to resources relative to patient outcomes?

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