

## CAEP Women in Emergency Medicine

This committee will provide support, mentorship, and networking opportunities to women in emergency medicine with the goal of helping its members achieve their ideal balance in all areas of their lives.

### **WEM Update to the Board**

2020 and 2021 have been exciting for the WEM committee.

Thank you for the opportunity to update the board on what the WEM committee has accomplished in the past year. I'd like to first acknowledge the contribution of the CAEP staff, particularly Beth, Christina and Shanna who have been instrumental in the achievements of our committee.

### **CAEP National Grand Rounds:**

WEM organized the first National Grand Rounds on Equity Diversity and Inclusion in November 2020. This featured Mr. Matthew Williams, Dr. Jennifer Bryan, Dr. Meeta Patel, Dr. Nadia Primiani and Dr. Darlene Kitty. This presentation was eye-opening and really has started a conversation amongst emergency physicians in Canada about how we can improve access to care for marginalized populations in our County.

### **COVID Heroes:**

Dr. Anna Nowacki, our past chair, began a program called WEM Covid Heroes to recognize the women in emergency medicine who were providing exceptional leadership at their institutions during the pandemic. These women were nominated by their colleagues and feature on the CAEP WEM website. This was a wonderful way to highlight the talented women who are in our emergency departments throughout Canada and boosted morale during a very difficult time.

### **WEM Mentorship program:**

Medical student Rana Kamhawy and Dr. Sheryl Seidman started a mentorship program that matched medical students from across Canada with a practicing emergency physician in their area. Rana and Sheryl hosted an online event at the beginning of the mentorship program for mentors and mentees. This program will be evaluated by the WEM committee in the next few months and will continue into next year.

### **Position Statement:**

The WEM committee is proud to have authored a Position Statement called Towards Gender Equity in Emergency Medicine which was published online by CJEM on March 11. We hope that this work will provide the scaffolding for future research on gender in emergency medicine in

Canada. WEM also helped author the CAEP statement to support pregnant and breastfeeding women who wanted to get the COVID-19 vaccine.

### **Social Media and Events:**

Marika Moskalyk joined our committee as the social media representative in 2020 and has increased our twitter following substantially. She has also done monthly feature interviews that were posted to twitter and our website with Canadian women in EM including CAEP President Dr. Kirsten Johnson. They are wonderful and I encourage you to check them out.

WEM has hosted some in person social gatherings to bring women and male allies together in St. John's and Winnipeg over the past year.

### **Academic Symposium:**

WEM member Dr. Emma McIlveen-Brown has been organizing the gender equity portion of the CAEP academic symposium for the CAEP conference in 2021. This group did qualitative work using virtual focus groups to develop several statements about gender in emergency medicine. They then developed and distributed a survey to CAEP and non-CAEP members to determine how these statements resonated with emergency physicians in Canada with over 700 responses. They will present this work at the CAEP conference in June 2021.

### **Workshop**

The CAEP WEM committee has organized a workshop for the CAEP conference in 2021 entitled "Walking on Broken Glass" and will feature Dr. Marie-Carmelle Elie, the first Black woman named as a permanent emergency medicine academic chair at a major American medical school, the University of Alabama at Birmingham.

We will also host our annual meeting at the CAEP conference, where Dr. Kari Sampsel will provide a talk on intimate partner violence.

I'm extremely proud of the work done this past year by the CAEP WEM committee and I look forward to seeing what we can accomplish in 2021.