

## 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 2022

2021 and 2022 have been productive 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 Lynn, Beth, Christina, Shanna, and Isabel who have been instrumental in the achievements of our committee.

### IFEM-WEM Collaboration:

In December 2021, WEM collaborated with IFEM to deliver a 3-hour virtual program entitled "Women in Emergency Medicine Around the World." This event brought together women and men in emergency medicine from Malawi, Ethiopia, Costa Rica, USA, Canada, UK, Turkey, Australia, United Arab Emirates, Vietnam, India, and Sri Lanka. It was attended by over 200 physicians around the world.

The planning committee included:

Dr. Ffion Davies	President-Elect of IFEM
Dr. Gillian Sheppard	CAEP WEM Chair
Dr. Priyadarshini Marathe	IFEM Gender Specific SIG
Dr. Emma McIlveen-Brown	WEM Committee Member
Dr. Kirsten Johnson	CAEP President
Dr. Janet Lin	IFEM
Prof. Sally McCarthy	IFEM President
Lynn Garrow	CAEP administration
Shanna Scarrow	CAEP administration

The objectives were:

1. List three incentives and three barriers that women physicians face when trying to train in Emergency Medicine around the world.
2. Compare and contrast the working conditions for women in Emergency Medicine in North America, South America, Europe, Australasia, Africa, and the Middle East.

3. Explore how organizations like IFEM and CAEP can support women in Emergency Medicine in your region.

Registrations ahead of the event included 160 participants from:

Canada	58
United States	16
Australia	10
India	7
New Zealand	5
Singapore	4
Turkey	4
United Kingdom	4
Austria	3
Nigeria	3
Ghana	2
Oman	2
Bahrain	1
Brazil	1
Brunei	1
Česko	1
chile	1
Czechia	1
Democratic Republic of Congo	1
Dominican republic	1
España	1
Greece	1
Ireland	1
Jamaica	1
Japan	1
Malawi	1
Mozambique	1
Peru	1
Philippines	1

South Africa	1
Sri Lanka	1
Taiwan	1
Tanzania	1
Trinidad & Tobago	1
Uganda	1
United Arab Emirates	1

The AV for the event was provided by Jeff Allen productions and was seamless and professional.

Lessons learned:

1. For a virtual format that includes regions where internet access is not reliable, presentations are best recorded in advance.
2. IFEM provided some support and was a great help in recruiting speakers, but the administration/logistics/AV including CME credits for this event was provided by CAEP administration and WEM
3. Future collaborations with IFEM are desirable as CAEP will be seen as a leader internationally
4. What's app chat group was very effective at keeping everyone organized on the day of the event

We are proud that the first WEM event internationally was led by CAEP WEM. Since that event, many of our members have joined the IFEM Gender Subcommittee and some of us have authored a white paper statement on gender equity for IFEM which will be presented at their annual conference in Australia in June 2022.

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

Dr. Taylor Bischoff organized a National Grand Rounds on Human Trafficking with an expert panel. This took place on March 9<sup>th</sup>, 2022.

A future NGR collaboration with the BIPOC and 2SLGBTQIA+ committee will take place in Fall 2022 based on the work that has resulted from the academic symposium collaborations.

#### **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 in 2020. Our WEM resident representative Dr. Isabella Menchetti and WEM medical student representative, Dr. Eugenia Yeung, have continued this mentorship program and in

addition have expanded it to include vertical mentorship, where a staff WEM, resident and medical student are paired together and both the staff and resident mentor the medical student. This program includes WEM and allies for WEM. This program is going to be studied by Dr. Chau Pham and Dr. Isabella Menchetti to determine its overall effect on women in emergency medicine. Informal feedback for this program has been incredible and we are proud of this accomplishment.

### **Academic Symposium 2021:**

The WEM committee is proud to have authored a series of priority strategies on addressing gender inequity in emergency medicine in 2022. Dr. Emma McIlveen-Brown was the lead author on this paper and the work took place between 2020-2022. There is ongoing work to publish more on the results of the survey, pending ethics approval.

McIlveen-Brown E, Morris J, Lim R, Johnson K, Byrne A, Bischoff T, Hurley K, Mann M, Menchetti I, Pardhan A, Pham C. Priority strategies to improve gender equity in Canadian emergency medicine: proceedings from the CAEP 2021 Academic Symposium on leadership. Canadian Journal of Emergency Medicine. 2022 Jan 16:1-0.

### **CAEP 2021 Workshop**

The CAEP WEM committee organized a workshop for the CAEP conference in 2021 entitled “Walking on Broken Glass” that featured 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. This was very well received. In the future, it would be important to be able to offer some compensation for speakers who provide workshops. This could take the form of a registration fee. WEM sent Dr. Elie a gift, but it would reflect better on CAEP and WEM to have had a way to remunerate her for her time.

### **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 did monthly feature interviews in 2021 that were posted to twitter and our website with Canadian women in EM including CAEP President Dr. Kirsten Johnson. Dr. Moskalyk is graduating this year and will be moving on, and we are grateful for all she has done for the WEM committee. Dr. Eugenia Yeung will move from the medical student representative into the social media representative portfolio for 2022.

### **CAEP WEM CPD Workshop**

Dr. Eugenia Yeung and Dr. Gillian Sheppard developed a WEM continuing professional development program that targets the five lead recommendations from the priority strategies on gender inequity from the academic symposium. This CPD series can be completed virtually and involves a series of 5 modules with three virtual sessions that will be moderated by WEM

across Canada. We plan to launch this series in Fall 2022. A business plan and the modules have been submitted to CAEP and we have discussed this with the CAEP CPD committee.

### **Parental Leave Policy Template**

WEM committee is actively working on a parental leave policy template with collaborators from McMaster and Memorial Universities. We expect this to be ready to publish within the next six months.

### **WEM Sponsorship**

Dr. Bischoff has compiled a list of awards that are dedicated to women in medicine that will be made available to the WEM committee members and can be posted to the WEM webpage.

### **Future Directions:**

The COVID-19 pandemic, the current war in Ukraine and conflicts in other regions, and the recent Supreme Court leak in the USA all demonstrate why it is important for CAEP and WEM to continue to fight for gender equity both for physicians and patients who identify as women. CAEP WEM will continue to advocate for women to move into leadership positions, for pay equity, and will work to protect future WEM from the harassment and intimidation that current and past WEM have endured in their medical training and in their workplace. Furthermore, we will seek allies amongst our male colleagues who have the desire and opportunity to safely sponsor and mentor WEM. The world is not a safe place for women, and we must do everything we can to fight for our rightful place in society and emergency medicine.