

Gender equity and equality in emergency medicine

Date: Thursday 1 July 2021

RCEM accredited for CPD

GMC domains covered: 1 and 2

RCEM Curriculum 2021 Specialty Learning Outcomes: 7, 8, 9, 11 and 12

This study day is designed to increase awareness about gender inequity and inequality within the emergency medicine community of UK. It will aim to identify issues around gender pay parity, gendered ideas around leadership, parenthood, flexible working and speaking up and to provide solutions to bring about positive change.

Learning objectives

- To understand gender bias, its subtle and overt manifestations, and the scope of the problem in EM.
- To understand the gaps in gender equality and equity in Emergency Medicine
- To learn how to design a sustainable EM career for all genders, by understanding mentorship, role modelling, coaching and sponsorship.
- To learn how to increase awareness among our colleagues, educate our peers and be an effective ally for gender equity and equality.

CPD certificates

CPD certificates will be sent to those who attended the live session ten working days from the end of the event. Please note, you are required to attend the live event in order to receive your CPD certificate.

Who should attend?

- Open to all Emergency Medicine clinicians at all levels.
- Teachers, educators, medical students, leaders, and administrative staff members with an interest in Gender Equity and Equality in Medicine.

What to expect

- Presentations will be available for delegates to view four weeks before the live event.
- Further discussion points or CPD reflection questions will also be included with the recorded talks. This will give delegates the opportunity to reflect on their learning before joining the live session.
- You will have the opportunity to submit your questions in advance via SurveyMonkey. The survey will close 7 days prior to the event to allow the panel to review your questions. Some live questions may also be taken at the event.

Pre-recorded talks

Minding the gap in gender equality - the good, the bad and the ugly!

Looking at data, numbers, trends and disparities in leadership, academia, gender pay gap within emergency medicine workforce within the U.K.

Dr Kirsty Challen, EM Consultant, Lancashire Teaching Hospitals and Chair, RCEM Women in Emergency Medicine Special Interest Group (WEMSIG)

Gender diversity in pre-hospital emergency medicine

Recommendations for training posts and recruitment! Impact of unconscious bias on role modelling and branding for PHEM and why we need to do better!

Dr Caroline Leech, EM Consultant and Major Trauma Clinical Lead, University Hospitals Coventry and Warwickshire NHS Trust

Let's talk about breastfeeding...at work

What it is really like to return to work as a breastfeeding doctor in an emergency dept. A look through survey results from doctors in EM, that tells us what they really want when they return to work and wish to continue breastfeeding. An insight into how we can support women in EM better, and why we should.

Dr Robyn Powell, EM Registrar, Royal Liverpool University Hospital and Founder, Breastfeeding for Doctors

Imposter syndrome – is it inherent or cultivated?

Dr Samantha Batt-Rawden, HEMS, Emergency and Intensive Care Medicine Registrar, Founder, Doctors' Association UK and TED speaker

12:00 - 15:30 Thursday 1 July

- The live event will consist of a deeper look into the pre-recorded content with the speakers above, panel discussions, live polls, and Q&A.
- More talks by expert speakers on gender disparity in academic EM, gender as a social construct, parental leave, flexible working, and solutions for equal representation.

	<p>Welcome and introduction! <i>Review of the pre-recorded talks and summaries. Getting to know the speakers for the day. Let's ask and answer some interesting questions.</i></p> <p>12:00 - 12:15 Dr Priyadarshini Marathe @PRIYAMARATHE10, Programme Lead for @RCMEvents @GEE_in_EM study days, EM Consultant, Oxford University Hospitals NHS Foundation Trust, Secretary, IFEM Gender Specific Issues Special Interest Group, and Committee Member, RCEM WEMSIG</p>
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12:15 - 12:45	<p>What makes a good leader? And does gender matter? <i>Is there a relationship between gender and leadership? Do emergency physicians of different genders have different leadership styles?</i></p> <p>Dr Tajek Hassan @tajekbhassan, Immediate Past President, RCEM and EM Consultant, Leeds Teaching Hospitals NHS Trust</p>
12:45 - 13:05	<p>In conversation with: Stopping the vicious cycle of bullying and speaking up <i>How to speak up and get the support one needs in times of crisis.</i></p> <p>Ms Jayne Hilderly @HilderleyJayne, Solicitor and Professional Support Lawyer, Chair, RCEM Lay Advisory Group and Chair, Anti-bullying Task-and-Finish Group, RCEM</p>
13:05 - 13:45	<p>Panel: Supporting parents in our Emergency Departments <i>Let's talk about parental leave and its relationship with gender equality. Can we stop the leak from the pipeline? Experience of a parent returning to work and what does flexible working mean?</i></p> <p>Moderator: Dr Priyadarshini Marathe Dr Tom Barker, ST4 EM and ICM Dual Trainee at 80% LTFT, Royal Preston Hospital Dr Karen Squires, EM Consultant, Liverpool University Hospitals Foundation Trust Dr Robyn Powell, EM Registrar, Royal Liverpool University Hospital and Founder, Breastfeeding for Doctors</p>
13:45 - 14:00	Break
14:00 - 14:30	<p>If you can see it, you can be it! <i>Lessons learned from carving out a path to leadership. What works and what doesn't! A close look at the critical function of positive role models in advancing gender equality in leadership at our workplaces.</i></p> <p>Dr Rebecca Maxwell @MaxiRebecca, EM Consultant, University Hospitals Bristol and Weston NHS Foundation Trust and Clinical Chair, RCEMLearning</p>

14:30 - 15:15	<p>Panel: Role models, mentors, coaches, and sponsors – who are they? And where do we find them? <i>What do these terms mean? How do these people impact our lives and careers?</i></p> <p>Moderator: Dr Priyadarshini Marathe Dr Laura Cotley, EM Royal Navy Research Fellow and Chief Commissioner, Southwest Girlguiding Professor James Ducharme, Immediate Past President, IFEM Lt Col Lizzie Frost, Defence Consultant in Emergency Medicine and Certified Coach and National Medical Director's Clinical Fellow Scheme 2017-2018 Dr Shama Khan, EM Consultant, The Royal Oldham Hospital</p>
15:15 - 15:30	Final words, thanks and close of session
15:30	Close of day