Women in Medicine Initiatives
ACP Illinois Chapter Meeting 2018

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Regent, American College of Physicians

No financial or other disclosures

November 9, 2018, East Peoria, IL
Acknowledgements: D. Moyer, MD, FACP
Today

- Facts
- ACP activities and efforts
- What we can do
Increasing numbers: women physicians, medical students
Gaps: leadership roles, academic promotion, salary
Burnout in Women Physicians

- 64% women physicians defer personal life decisions in pursuit of their careers
  - Those who did not defer: 85% would choose medicine as a career again
  - Those who deferred: only 71% would choose medicine again

- Estimated excess burnout in female vs. male physicians
  - Total compensation, advancement, global evaluations, structural overt and implicit bias...

- Workforce implications
- Human toll and financial cost to organizations and systems

Linzer M, JGiM 2018
Elizabeth Blackwell, MD: the first woman to receive a medical degree in the United States in 1849, an abolitionist, women’s rights activist, and pioneer for women in medicine
Elizabeth and Emily Blackwell Award for Outstanding Contributions to Advancing the Careers of Women in Medicine

Established: 2017

In honor of: The Blackwell sisters, pioneering women in medicine who paved the way for women interested in pursuing professional careers in medicine and fostered a sisterhood therein.

This award is bestowed on an ACP member for distinguished contributions to advancing the careers of women in medicine. This award recognizes an individual who has furthered the careers of women medical students, residents, and/or physicians through mentoring and leadership development for the career advancement of women.

Nominating and supporting letters should address:

- How has the nominee influenced the ever-expanding role of women in medicine?
- How has the nominee made pathways for women in medicine?
- In what ways has the nominee made exceptional contributions to the image of women in medicine?
<table>
<thead>
<tr>
<th>Year</th>
<th>Name and Title</th>
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<tbody>
<tr>
<td>1920</td>
<td>Anna Weld MD, FACP – one of the first 3 women elected to Fellowship</td>
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<tr>
<td>1972</td>
<td>Helen Taussig MD, MACP – first female MACP</td>
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<td>1979</td>
<td>Harriet Dustan MD, MACP – first woman elected to the BOR</td>
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<td>1984</td>
<td>Helen Smitt MD, MACP – chair subcommittee on Women Physicians</td>
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<td>1989</td>
<td>Linda Hawes-Clever MD, MACP – first woman to chair BOG</td>
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<td>2007</td>
<td>Jane F. Desforges Distinguished Teacher Award – first award named for a woman (Jane Desforges, MD, MACP was the first woman recipient of the award in 1988)</td>
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<tr>
<td>2009</td>
<td>Christine Laine, MD, MPH, FACP – first solo female Editor-in-Chief of <em>Annals of Internal Medicine</em></td>
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<tr>
<td>2011</td>
<td>Virginia Hood MBBS, MACP – first IMG woman President</td>
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<tr>
<td>2016</td>
<td>Darilyn Moyer MD, FACP – first woman CEO/EVP</td>
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Annals of Internal Medicine

Position Paper

Achieving Gender Equity in Physician Compensation and Career Advancement: A Position Paper of the American College of Physicians

Renee Butkus, BA; Joshua Serchen, BA; Dariyn V. Moyer, MD; Sue S. Bornstein, MD; and Susan Thompson Hingle, MD; for the Health and Public Policy Committee of the American College of Physicians*

Women comprise more than one third of the active physician workforce, an estimated 46% of all physicians-in-training, and more than half of all medical students in the United States. Although progress has been made toward gender diversity in the physician workforce, disparities in compensation exist and inequalities have contributed to a disproportionately low number of female physicians achieving academic advancement and serving in leadership positions. Women in medicine face other challenges, including a lack of mentors, discrimination, gender bias, a cultural environment of the workplace, impostor syndrome, and the need for better work-life integration. In this position paper, the American College of Physicians summarizes the unique challenges women face on the course of their careers and provides recommendations to improve gender equity and ensure that the full potential of female physicians is realized.


In 2015, more than one third (34%) of the active physician workforce in the United States was female (1); an estimated 46% of all physicians-in-training and more than half of all medical students are women (2). Although women have made substantial progress in these domains, much remains to be done to improve equity and parity and increase opportunities for promotion and leadership.

Several recent studies have documented the compensation inequity between male and female physicians. A 2017 survey found that male primary care physicians made $229,000 annually, compared with $197,000 for women, a gap of 16% (3). This gap is even

Internists Express Need for Gender Equity in Physician Compensation, Career Advancement

New Orleans, April 20, 2018 — The American College of Physicians (ACP) convened a panel today to discuss ways to achieve gender equity in the medical profession. "Achieving Gender Equity in Physician Compensation and Career Advancement," published in the Annals of Internal Medicine on April 17, provides a set of recommendations that addresses the challenges women in medicine face including equity in physician compensation, career advancement, and bias.

Panelists included Jack Ende, MD, MACP; ACP president; ACP; Dariyn Moyer, MD, FACP; ACP executive vice president and chief operating officer; Susan Thompson Hingle, MD, MACP; Chair, ACP Board of Regents; and Sue Bornstein, MD, FACP; ACP Regents.

"The goal of this paper was to not only shine a light on the challenges that female physicians face, but to identify solutions to help break down the barriers women in medicine confront throughout their careers," said Dr. Ende. "ACP hopes that this paper is a step forward in ensuring that physicians are compensated equally and fairly for comparable work at all stages of their professional careers in accordance with their skills, knowledge, competencies, and expertise regardless of their characteristics or personal identity."

ACP's paper recognizes that progress has been made to ensure gender diversity in the physician workforce, but
U.S. doctors' group calls for equal pay, opportunities for female physicians

Lisa Rapaport

(Reuters Health) - Physicians’ employers should commit to gender equity in pay, leadership development, career opportunities, and parental and family leave policies, a leading U.S. doctors group recommends.

Among other things, the recommendations from the American College of Physicians (ACP) urge hospitals, clinics and other places that employ doctors to avoid financial or career penalties for working less than full time. Both men and women should also have the same access to a minimum of six weeks of family and medical leave even when they’re still medical students or physicians in training.

“For many reasons, including the pay gap and gender bias and discrimination, women physicians face a higher rate of burnout than men - some studies show that rate to be as high as 71 percent for women physicians,” said Dr. Susan Thompson Hingle, chair of the ACP Board of Regents and a professor at the Southern Illinois University School of Medicine.
Women's Health Policy in the United States: An American College of Physicians Position Paper

Hilary Daniel, BS; Shari M. Erickson, MPH; and Sue S. Bornstein, MD; for the Health and Public Policy Committee of the American College of Physicians

In this position paper, the American College of Physicians (ACP) examines the challenges women face in the U.S. health care system across their lifespans, including access to care; sex- and gender-specific health issues; variation in health outcomes compared with men; underrepresentation in research studies; and public policies that affect women, their families, and society. ACP puts forward several recommendations focused on policies that will improve the health outcomes of women and ensure a health care system that supports the needs of women and their families over the course of their lifespans.

ACP Calls for Health Care Policies That Better Support Women and Their Families and Improve Health Outcomes

Washington, DC (May 29, 2018) — The American College of Physicians (ACP) published a paper, “Women's Health Policy” today in the Annals of Internal Medicine that examines the unique challenges women face within the United States health care system. The paper addresses a wide range of issues such as support for paid family and medical leave, recommendations on policies to reduce domestic violence, sexual abuse and harassment and participation in clinical trials. The paper also addresses access to coverage for health care services available only to women such as reproductive services, and opposition to policies that would create barriers to their access to reproductive health services.

ACP urges policymakers to consider how to better integrate women's health needs over the course of their lifetime. Ensuring that women have access to non-discriminatory health care coverage is essential to improving the overall health and well-being of women and families living in the United States, and is a longstanding goal of ACP.

“Over half of the U.S. population is female and they are not only patients, but caregivers and representatives of their families too. As the health care system evolves, women's health needs must be incorporated into policy discussions. While ACP supports access to non-discriminatory health care coverage for all persons, we recognize that women often experience discriminatory and inequitable barriers that make it harder for them to get the care they need,” said Ana María López, MD, FACP, ACP president.
ACP Congratulates Dr. Sandra Fryhofer on Election to AMA Board of Trustees

Washington, DC (June 13, 2018) — The American College of Physicians (ACP) applauds Sandra Fryhofer, MD, MACP, on her election to the American Medical Association’s (AMA) Board of Trustees, which is responsible for implementing AMA policy.

Dr. Fryhofer is a practicing general internist in Atlanta, Georgia. She was the 2000-2001 President of ACP and the second woman to be elected president in the college’s 85-year history. During her tenure on the ACP Board of Regents, she chaired the Committee on Women’s Health and was an active member of the Education Committee. She is also a member of the ACP Delegation to the American Medical Association. In 2007, she was elected to the AMA Council on Science and Public Health (2007-2015), served on its Executive Committee as Chair-Elect, and as 2012-2013 Chair. She also is a liaison to the Advisory Committee on Immunization Practices (ACIP) and serves on ACIP Working Groups for several vaccines.

“Dr. Fryhofer is an outstanding physician thought-leader who will be an excellent advocate for improving our nation’s health care system and promoting accessible, affordable care for all Americans while on the Board of Trustees,” said Dr. Ana María López, MD, MPH, FACP, President, ACP. “ACP looks forward to working with her and the AMA in tackling complex health care issues that impact patients and physicians across the country.”

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ACP Members enjoy benefits essential to today's internists.

Membership includes free and discounted resources, tools, programs and more.

Join a network of peers who share your vision.
<table>
<thead>
<tr>
<th>TOPIC / TOPIC STARTER</th>
<th>REPLIES</th>
<th>LAST POST</th>
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<tbody>
<tr>
<td>Sticky: Welcome to the Women in Medicine Forum</td>
<td>6</td>
<td>by Lalitha Darbha [FACILITATOR] August 5, 2018 - 8:17pm</td>
</tr>
<tr>
<td>Is changing your name after marriage harder for professional women?</td>
<td>14</td>
<td>by Rebecca Andrews [FELLOW] October 12, 2018 - 1:11pm</td>
</tr>
<tr>
<td>Deferred life decisions paper</td>
<td>0</td>
<td>by Eileen Barrett [FACILITATOR] October 2, 2018 - 8:28pm</td>
</tr>
<tr>
<td>More on the gender pay gap</td>
<td>3</td>
<td>by Eileen Barrett [FACILITATOR] October 2, 2018 - 8:27pm</td>
</tr>
<tr>
<td>Lead In: Women of Impact in Health Care on Advancing Equity in the Workplace</td>
<td>1</td>
<td>by Susan Hingle [FACILITATOR] September 15, 2018 - 11:44am</td>
</tr>
</tbody>
</table>

What's Holding Women Back from Leadership HBR Article

[https://www.acponline.org/forums/women-in-medicine](https://www.acponline.org/forums/women-in-medicine)
"We’re doing everything we can to make him comfortable, short of dressing up as male doctors."
In the trenches...

- Observe, be objective
- Before you speak up, think about what to achieve
  - apology, improved relationship, changed behavior...
- Avoid being accusatory and describe what really happened: “... and here’s what I heard you say and I’m not sure you understand how it came across”
  - Make it safe: acknowledge that everyone has unconscious biases
Finding Mentors, Sponsors, Coaches...

- Be deliberate: find your “go to” people
- Ask others for their stories; *listen*
- Look to younger folks, non-traditional peers
- Don’t be afraid to show that you are human
- Be gender blind: encourage men in equitable mentoring
- Interventions: particularly effective when initiated by men in male dominated fields
What we can do: MAP

- **Mentor**: find and be a mentor
- **Amplify**: comments, accomplishments
- **Promote**: sponsorship, equitable power dynamics, candidacies, awards...
7 Tips For Men (and Women)...

- Challenge the likability penalty
- Evaluate performance objectively
- Give women credit where credit is due
- Share the “office housework”
- Mentor women and offer equal access

- www.leanin.org
Opportunities...

• Review processes: hiring, advancement, appointments, awards, recognition, governance structure...
  • Actively address wording for job descriptions, performance, search committee composition, program planning committees, task force, speakers, panels, etc.

• Start somewhere/everywhere: local hospital, practice, medical school

• Assignment: identify one action you can take to promote diversity
Salary equity efforts

Women of Impact executives cited focused efforts to address salary equity:

- Make average group salaries transparent
- Regularly analyze salary data for new hires, current employees and leadership on an annual basis
- Peg compensation to fixed standards


11 Science Podcasts By Women That’ll Blow Your Mind

By JR THORPE  |  4 weeks ago  |  f
3. This Podcast Will Kill You

Run by Erin Welsh and Erin Allman Updyke, both graduates in disease ecology, this is not a podcast for the squeamish; it investigates all aspects of infectious disease, from Ebola to HIV.
Erin Welsh and Erin Allmann Updyke are two graduate students studying disease ecology. Feeling disillusioned with parts of the scientific community, they decided to start this podcast as a way to communicate with their friends, family, and the non-scientific community about their favorite thing to talk about: infectious disease. They're pretty sure that everyone, scientist or not, can find something to love in this podcast, or, at the very least, everyone can learn something new to gross out Aunt Edna at Thanksgiving this year.
Be the Change You Wish to See in the World