



Certification Workshop on

GENDER EQUITY AND EQUALITY

FOR **SMART** EMERGENCY DEPARTMENTS

06th November 2019, New Delhi

This is an official pre-conference workshop
of the Asian Conference in Emergency
Medicine (ACEM 2019)



ACEM
NEW DELHI
INDIA **2019**
The 10th Asian Conference
On Emergency Medicine

Building the GEE framework

GEE

Gender Equity & Equality
in Emergency Medicine



PREFACE & INVITATION

Sep 2019

Dear Colleagues

Gender equality, today, is one of the most complex issues faced by all industries, including healthcare. Every region in the world has a unique set of numerous factors which influence gender distribution and equality at their workplaces.

On one end of the scale, there are countries where concepts of gender equality are neither taught nor prioritized during any stage of education or employment. The resultant negative bias towards women here is further amplified by patriarchal behaviours within cultures, races, religions and social communities. On the other end of the scale, especially in some developed countries, strict laws and undue aggression have caused the pendulum to swing in the opposite extreme, where both men and women seem to be disadvantaged. The surprising observation is that most leaders across the spectrum seem to openly deny existence of the problem, let alone try and measure it.

Creating a fair & equitable environment for both women and men to work together in emergency departments, without bias, is a very deliberate process. It is a continuous process led by many individuals. It is not a one-time project.

This is a cordial invitation to you (*both men and women!*) to participate in the first ever certification workshop on Gender Equity & Equality (GEE) in Emergency Medicine being conducted in India. This official ACEM 2019 preconference workshop will be held on 6th November 2019 at Apollo Hospitals, New Delhi.

Lets meet, discuss and start building the GEE framework!

On behalf of our faculty team



Dr. Imron Subhan

Head & Residency Director – Department of Emergency Medicine, Apollo Hospitals, Hyderabad India

Immediate Past President
Society for Emergency Medicine India

Chair – Gender Specific Issues Special Interest Group (GSI-SIG)
International Federation for Emergency Medicine

Visit our website – GEE.emergencymedicine.in



EMA Emergency Medicine Australasia
Emergency Medicine Australasia (2016) 28, 341-343
doi: 10.1111/1742-6723.12595

TRAINEE FOCUS

Gender equality in emergency medicine: Ignorance isn't bliss

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Introduction
The concepts of discrimination and inequity based on gender, age, race and sexuality are issues that unfortunately remain prominent in Australia, New Zealand and elsewhere. Presenting only one gender when discussing equity and equality is therefore considered gender bias. Emergency medicine has yet to be distilled into qualitative evidence on its own as to how such evidence may be used to address the diverse and meaningful changes in the meaning and psychological consequences of gender bias in emergency medicine. This bias may be addressed by...

ELSEVIER
The American Journal of Emergency Medicine
Available online 14 June 2019
Withdrawn Article in Press

TEMPORARY REMOVAL: Does physician gender have a significant impact on first-pass success rate of emergency endotracheal intubation?

Whei Jung, Joonghee Kim & B

Feature Article

Leveling the Playing Field: Can We Achieve Gender Equality in Medicine?

SUNDAY, JULY 1, 2018

When Stephanie Abbuhl, MD, professor of emergency medicine at the University of Pennsylvania Perelman School of Medicine, was growing up in the early 1960s, the women around her – her grandmother, mother, aunts, and friends' mothers – were either homemakers, teachers, secretaries, or nurses. Then came Title IX in 1972, a civil rights law that amended the Higher Education Act to prohibit sex-based discrimination on the basis of sex in any federally funded education program. Just started college at the time, Stephanie and her friends were going to college. Women were going to college.

FIRST OPINION
Ethical leaders: use science to advance gender equity in medicine
By JULIE K. SILVER / NOVEMBER 13, 2018

An emergency medicine physician tells Moneyish how women in her field get treated differently

Published: Mar 7, 2018 11:58 p.m. ET

"(I)In the general pool, women often aren't considered and included as often as men," says physician and associate professor Esther Choo


Deciding to lead: a qualitative study of women leaders in emergency medicine

Mindi Guptill, Ellen T. Reibling & Kathleen Clem

International Journal of Emergency Medicine

| | Men n (%) | Women n (%) | Total |
|--|-----------|-------------|-------|
| Division heads and academic chairs [1] | 2331 (84) | 437 (16) | 2768 |
| Emergency medicine chair [1] | 86 (89) | 11 (11) | 97 |
| Emergency medicine faculty [1] | 2867 (66) | 1484 (34) | 4351 |

care



Global Commitments: Gender in Emergencies

The goals, standards and commitments set forth by international law, humanitarian accountability frameworks and global strategies for gender justice and emergencies.

Abstract

Background

The aim of this study is to highlight career paths of senior women leaders in academic emergency medicine (EM) to encourage younger women to pursue

Emergency Medicine Workforce Needs More Women Physicians

By Kathleen Clem, MD, FACEP | on April 12, 2016 | 11 Comments

Women Die More from Heart Attacks Than Men—Unless the ER Doc Is Female

Analyzing over 500,000 cases suggests having female physicians in the emergency room may save women's lives

How Female Physicians Are Changing the Face of Emergency Medicine

On May 14, 2019



How is Emergency Medicine leading in gender equality?

Department earns top award from the Academy for Academic Emergency Medicine

Chris Casey | May 1, 2019

Career growth is an uphill battle for women in medicine

The absence of women in influential positions in medicine is well documented. One study found that there are more men with moustaches than there are women in departmental leadership roles at American medical schools. Presently, only two out of Canada's 17 medical schools have a female dean.





FACULTY & FACILITATORS



Dr. Imron Subhan
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Vice-President, IFEM
Immediate Past Chair – Gender Specific Issues Special Interest Group, IFEM



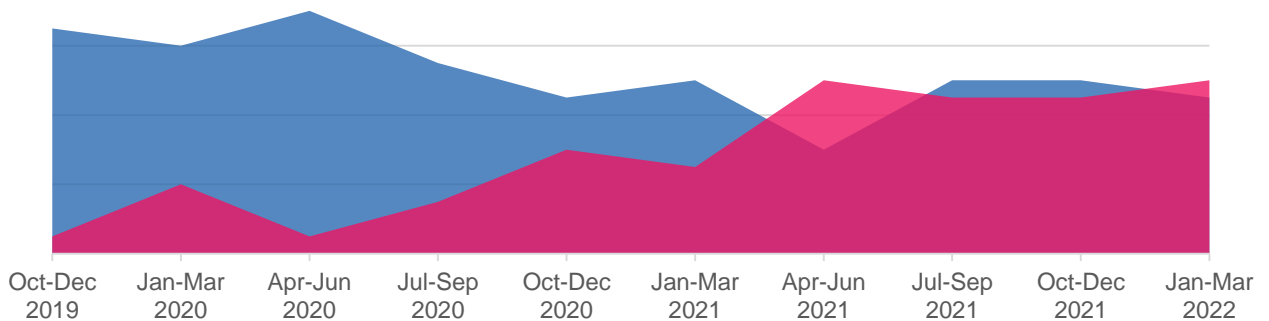
Dr. Mahesh Joshi
Executive Co-Chairman, Society for Emergency Medicine India
CEO, Apollo Homecare



Dr. Sowjanya Patibandla
Head-Emergency Dept, Continental Hospital, Hyderabad, India
Chair – GEE Committee, SEMI

Plus guest speakers!

GENDER EQUALITY IS ACHIEVED OVER TIME



99%
Are ignorant about gender equity and equality

Bringing gender equality requires active and sustained effort by like-minded individuals.

Recognition of existing bias and problems is the first step which leads to bringing in change.

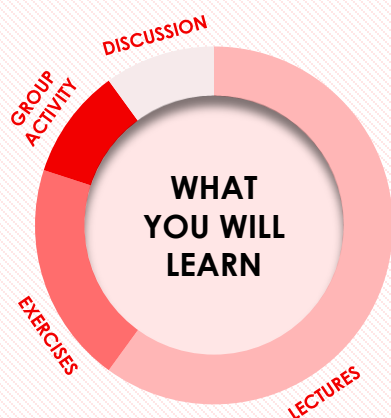


The change begins with you





WORKSHOP SCHEDULE



08:30 AM
6th Nov

Venue – Apollo
Hospitals, New Delhi

Send enquiries to:
gee.emergencymedicine@gmail.com

Visit:
gee.emergencymedicine.in

08:30 Registration, Welcome & Introduction

09:00 Message from International Federation of EM

09:10 Exercise – Take a psychometric test to find out if you have gender bias

09:40 Basis for Gender Bias – Understanding the Causes

10:00 Exercise - How language causes discrimination

10:30 Impact of Discrimination - Hidden Truth

10:50 Real Life Case Scenarios

11:00 Tea Break

11:15 Sexual Harassment – Rules & Regulations for Hospitals (Prevention, Prohibition & Redressal)

11:45 Understanding Masculine & Feminine Behavior

12:15 Clinical Guidelines for Gender Specific Emergencies in Patients

12:45 Real Life Case Scenarios

13:00 Lunch Break

14:00 Creating a Fair & Equitable Work Environment

14:30 Implementing 9-Point Recommendation by SEMI. Beginning the SMART change!

15:00 Certification

Join us. Let's create **SMART** emergency departments everywhere!

REGISTER NOW

www.acem2019delhi.com

Or download ACEM 2019 App

7-10th November 2019, New Delhi



ACEM
NEW DELHI
INDIA 2019
The 10th Asian Conference
On Emergency Medicine



9-POINT RECOMMENDATION FOR A **SMART** EMERGENCY DEPARTMENT

NO GENDER DISCRIMINATION IN PATIENT CARE

Patients must not be discriminated based on their gender, sexual orientation or occupation.



1

GUIDELINES ON GENDER SPECIFIC EMERGENCIES

EDs must have documented clinical management guidelines for various gender specific emergent & urgent conditions.



2

GENDER EQUALITY IN ED EMPLOYEES

There should not be any gender related discrimination during selection interviews and employment.



3

GENDER SENSITIVITY TRAINING

ED staff must receive gender sensitivity training at time of induction and at regular intervals.



4

SEXUAL HARASSMENT RULES

ED staff must receive orientation about rules & regulations on sexual harassment at workplace.



5

LIAISON OFFICER FOR GENDER- SPECIFIC ISSUES

ED must select and appoint Liaison Officers for investigation & escalation of gender specific issues.



6

EQUAL LEAVE POLICY

Hospital leave policy must give importance to both maternity & paternity leaves.



7

PROMOTION OF GEE AWARENESS

All EM conferences and CMEs must promote awareness of GEE issues and teach methods to achieve gender equality in EDs and EM.



8

EQUAL OPPORTUNITIES

All EM conferences and CMEs must actively try to achieve equal gender balance of speakers, faculty and organizers.



9





*Building the Gender Equity & Equality
framework for Emergency Medicine*

The change begins with you.



Gender Equity & Equality
in Emergency Medicine.

PROMOTED BY

