

WOMEN MAKE THE WIRL GO ROUND:

WOMEN IN RESIDENCY LIFE (WIRL)



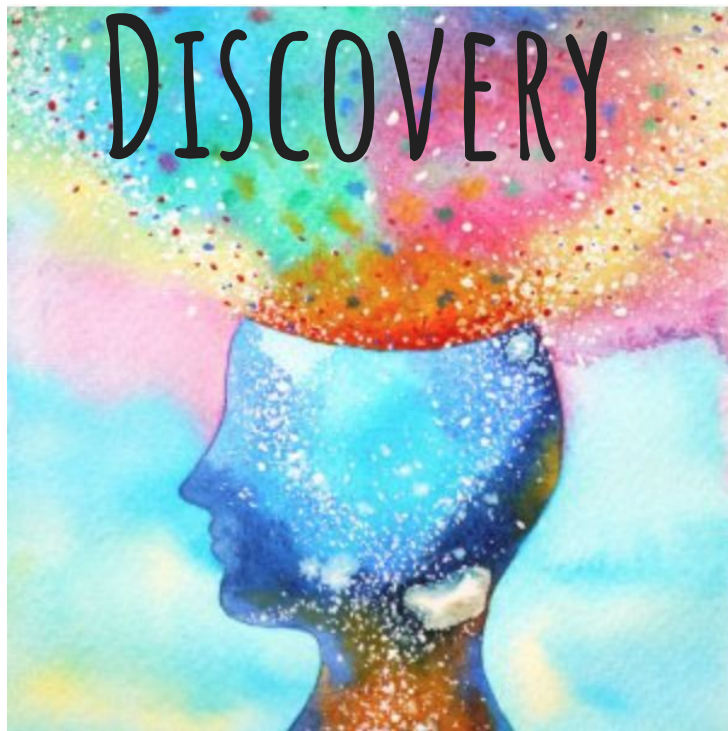
NYACP Women In Medicine Webinar Part II

Alexandra Goodman, MD
Fathima Keshia Suhail, MD
SUNY Upstate Medical University

OBJECTIVES



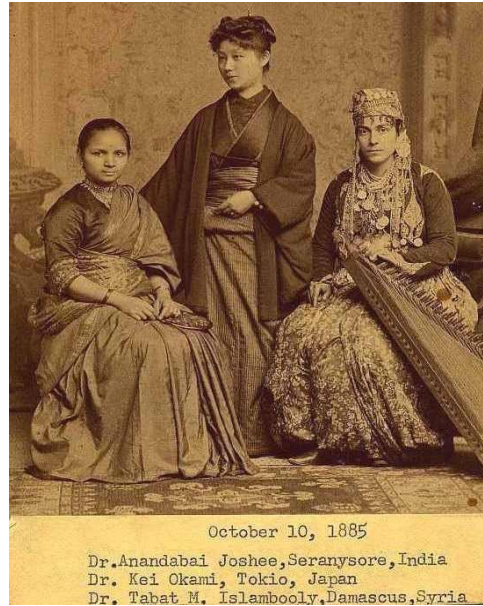
1. Share our inspiration
2. Discuss the impact and importance of having a female residency group in order to advance women in medicine
3. Raising Awareness
4. Vision and mission statement
5. WiRL's ongoing projects and community outreach
6. What the future looks like for WiRL
7. How can you start one at your program?!



NURTURED INSPIRATION



WOMEN IN HISTORY



CHALLENGES FOR WOMEN IN MEDICINE



DISCUSSION PAPER

Achieving Gender Equity in Physician Compensation + Career Advancement

It is important to recognize the progress that has been made to ensure gender diversity in the physician workforce. However, despite this progress, gender inequities have contributed to the disproportionately low number of women achieving academic advancement and serving in leadership positions.

Find full Position Paper published at
Annals.org on 17 April 2018.



Gender-Based Differences in Burnout: Issues Faced by Women Physicians

Kim Templeton, MD, University of Kansas Medical Center; **Carol A. Bernstein, MD**, Albert Einstein College of Medicine and Montefiore Health; **Javeed Sukhera, MD, PhD, FRCPC**, Western University Canada and London Health Sciences Centre; **Lois Margaret Nora, MD, JD, MBA**, Northeast Ohio Medical University; **Connie Newman, MD**, New York University School of Medicine; **Helen Burstin, MD, MPH**, Council of Medical Specialty Societies; **Constance Guille, MD**, Medical University of South Carolina; **Lorna Lynn, MD**, American Board of Internal Medicine; **Margaret L. Schwarze, MD, MPP, FACS**, University of Wisconsin School of Medicine and Public Health; **Srijan Sen, MD, PhD**, University of Michigan; and **Neil Busis, MD**, University of Pittsburgh School of Medicine and UPMC Shadyside

May 28, 2019

ABSTRACT | Individual, institutional, and societal risk factors for the development of burnout can differ for women and men physicians. While some studies on physician burnout report an increased prevalence among women, this finding may be due to actual differences in prevalence, the assessment tools used, or differences between/among the genders in how burnout manifests. In the following discussion paper, we review the prevalence of burnout in women physicians and contributing factors to burnout that are specific for women physicians. Understanding, preventing, and mitigating burnout among all physicians is critical, but such actions are particularly important for the retention of women physicians, given the increasing numbers of women in medicine and in light of the predicted exacerbation of physician shortages.

FEMALE MENTORS AND SPONSORS: WIRL NETWORKING



Women and Mentoring: A Review and Research Agenda

RAYMOND A. NOE
University of Minnesota

Mentoring provides career guidance and psychological support to employees. However, women may have difficulty establishing a mentoring relationship. This paper describes the individual and organizational factors that may inhibit the development of mentorships for women. An agenda for research on the development and dynamics of mentoring relationships is proposed.



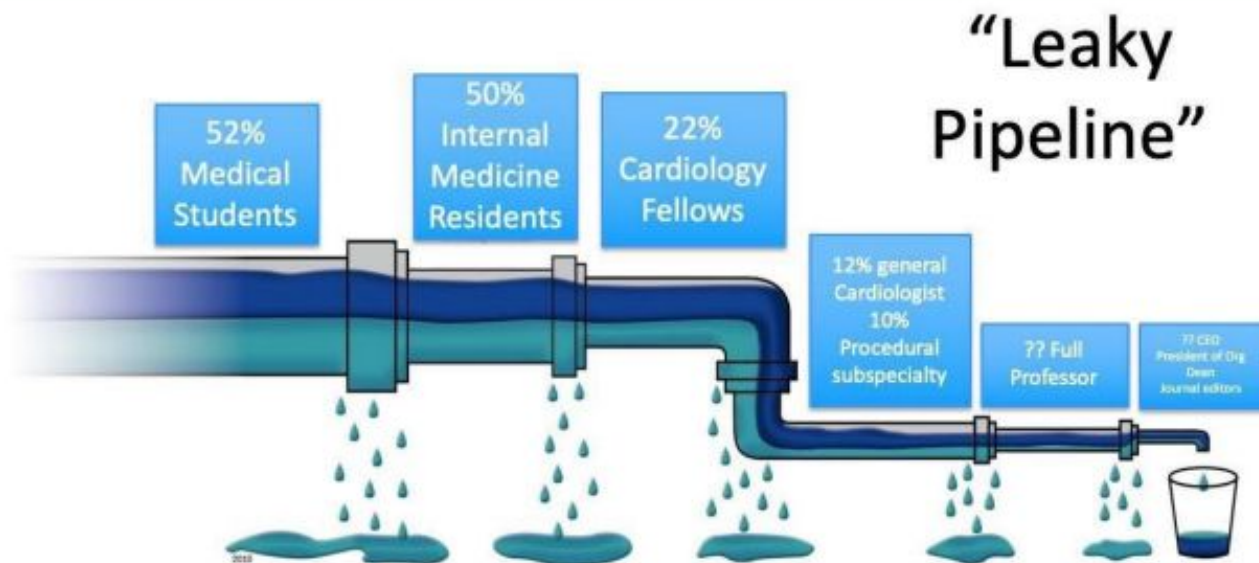
DREXEL UNIVERSITY

Executive Leadership in Academic Medicine

College of Medicine



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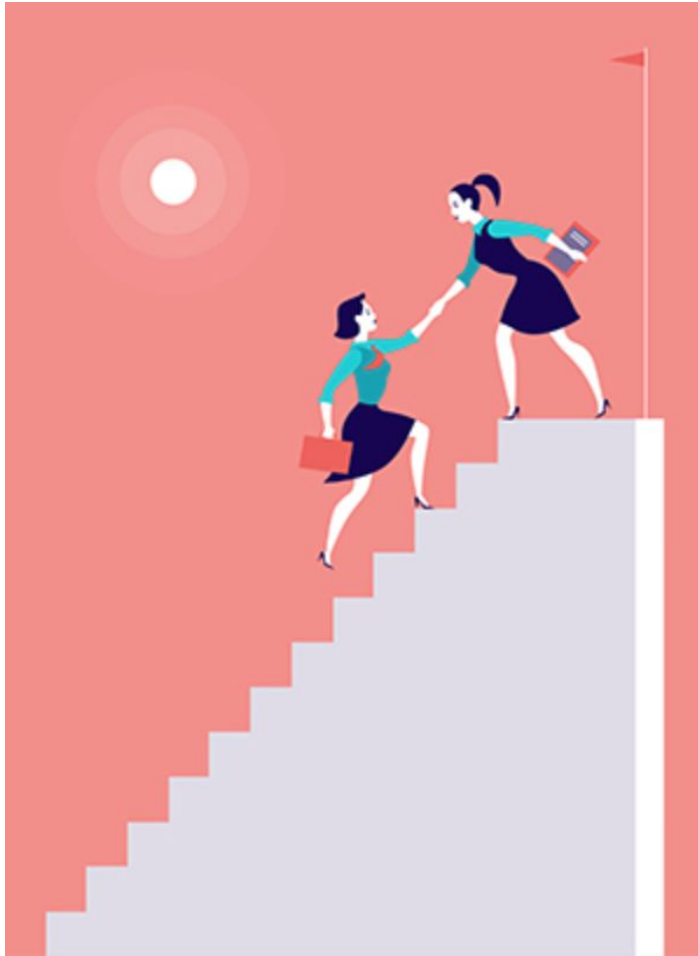
ESC Congress
Paris 2019

Together with
World Congress
of Cardiology

<https://www.aamc.org/download/481178/data/2015table1.pdf>

Sanghvi et al Circ Cardiovasc Qual Outcomes. 2014

Graphic from: <https://www.euro-fusion.org/>



Women Need a Network of Champions



Why Mentoring & Sponsoring Are Important, Particularly for Women

Women must advocate for themselves if they want to move their careers forward. But to succeed, they can't go it alone. All successful leaders need a network of champions – including mentors and sponsors.

Jennifer Martineau, co-author of *Kick Some Glass: 10 Ways Women Succeed at Work on Their Own Terms*.

- **More women = more success**
- **More women = higher average revenue for companies**
- **More women = more job satisfaction**
- **More women = less burn out**



WIRL: A PLATFORM FOR AWARENESS



OUR VISION



WHERE WE FIRST STARTED



AND WHAT WE HAVE DONE SO FAR...

W

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W

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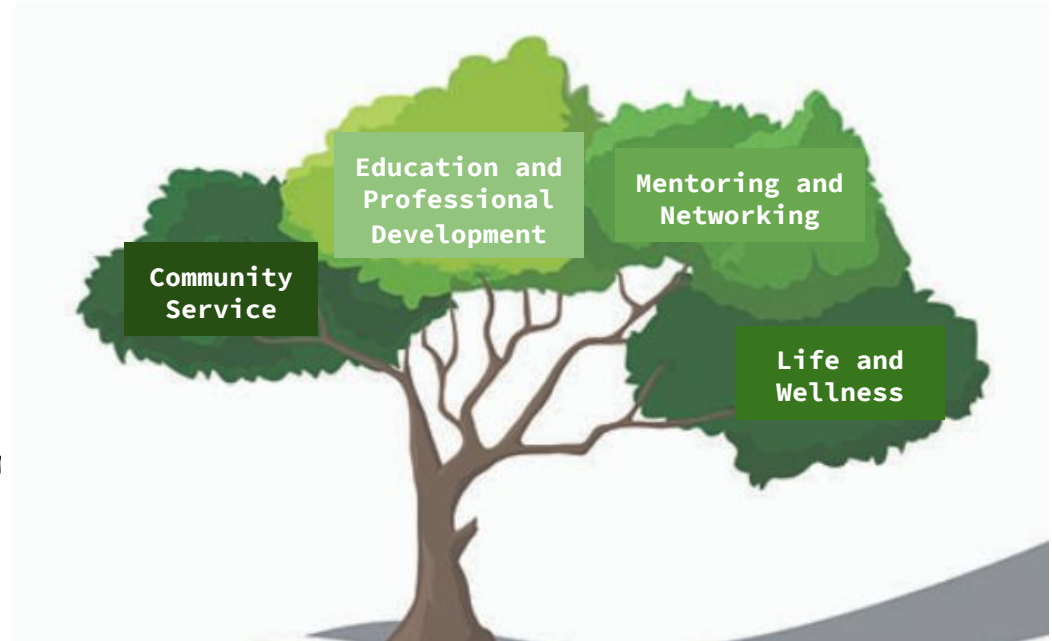
OUR MISSION STATEMENT

We are an all-inclusive residency run group designed to promote women's success across all specialties to learn from each other, network with leaders in our field and advance women in medicine. The purpose of WiRL is to support professional development and career advancement of women in residency through education, advocacy, mentorship and service.



THE 4 BRANCHES OF WIRL

- (1) COMMUNITY SERVICE
- (2) EDUCATION AND PROFESSIONAL DEVELOPMENT
- (3) MENTORING AND NETWORKING
- (4) LIFE AND WELLNESS



COMMUNITY SERVICE





WiRL Feminine Hygiene Drive

10,302

Final Product Count





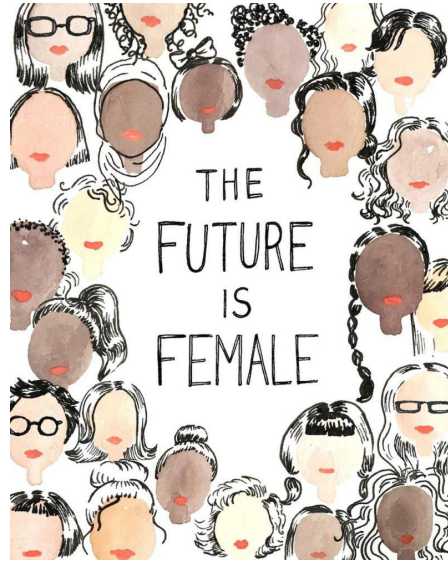
PROFESSIONAL & PERSONAL DEVELOPMENT

- Taking risks
- Dual Physician families
- Understanding contracts
- Salary Negotiation
- Women in fellowship
- U-turn
- Leadership
- Burnout
- Family planning
- Investments
- Buying your first home



MENTORING & NETWORKING

W.I.G. WOMEN INSPIRING GIRLS



Syracuse University
College of Arts & Sciences

LIFE & WELLNESS



BRIDGING THE GAP BETWEEN SPECIALTIES



IMPLEMENTATION OF A BOARD



Co-founder & Co-president
Fathima Keshia Suhail
Internal Medicine, PGY2



Co-founder & Co-president
Alexandra Goodman
Internal Medicine, PGY2



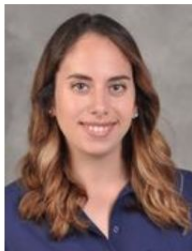
Vice President
Alyssa Cortese
Internal Medicine, PGY2



Finance Director
Devjani Ganesan
Internal Medicine, PGY2



Secretary
Christina Coronado
Emergency Medicine, PGY2



Professional Development
Michelle Bernshteyn
Internal Medicine, PGY2



Community Outreach
Hiba Bilal
Internal Medicine, PGY2



Community Outreach
Sundus Mian
Internal Medicine, PGY2



Communications & Marketing
Alisha Garel
Internal Medicine, PGY1




Events
Ramza Malik
IM/PM&R, PGY1



Events
Dan Rossi
Internal Medicine, PGY3

SOCIAL MEDIA PLATFORMS



upstate_wirl [Edit Profile](#)

20 posts 134 followers 163 following




Upstate WiRL
Upstate Women in Residency Life
WiRL aims to provide resources, create a network and empower women advancing in medicine.

POSTS

IGTV

SAVED

TAGGED



*inhale confidence,
exhale doubt.*

LEADERSHIP
MENTORSHIP
SERVICE
NEGOTIATION
NETWORKING
EMPOWERMENT

UPDATE WOMEN IN RESIDENCY LIFE
INTEREST MEETING!
THURSDAY SEPT 5TH
4:30-6:30 PM
Rm 10105 A + B





Upstate WiRL
@UpstateWirl

Upstate Women in Residency Life WiRL aims to provide resources, create a network and empower women advancing in medicine. Follow us on Instagram at Upstate_WiRL

Joined October 2019

12 Following 6 Followers

Tweets

Tweets & replies

Media

Likes



Upstate WiRL @UpstateWirl · Nov 25

Congratulations to Dr. Changlai for leading us in a thoughtful and educational experience regarding contract negotiation and for being WiRL's first ever Professional Development workshop speaker! We were honored to... [instagram.com/p/B5UD2wrlVjW/...](https://www.instagram.com/p/B5UD2wrlVjW/)

1 1 1

WHAT THE FUTURE LOOKS LIKE...



GENDER-RELATED DIFFERENCES IN RESIDENT-PHYSICIAN BURN OUT AT SUNY UPSTATE



EMPOWER

SAFETY TIPS
FOR WOMEN

**WOMEN'S
SELF DEFENSE**





WALK CONFIDENTLY AND BE WATCHFUL



SAY NO FIRMLY, AVOID CONFRONTATION



RUN AWAY IF POSSIBLE



MAKE NOISE AND CALL FOR HELP

USE PHYSICAL RESISTANCE ONLY AS LAST RESORT

CONTINUE TO FIGHT ONLY IF YOU CAN'T RUN AWAY



AIM TO THE CRITICAL STRIKE ZONES, HIT MULTIPLE TIMES WITH FULL FORCE



USE YOUR PALM AND STRIKE HIS CHIN

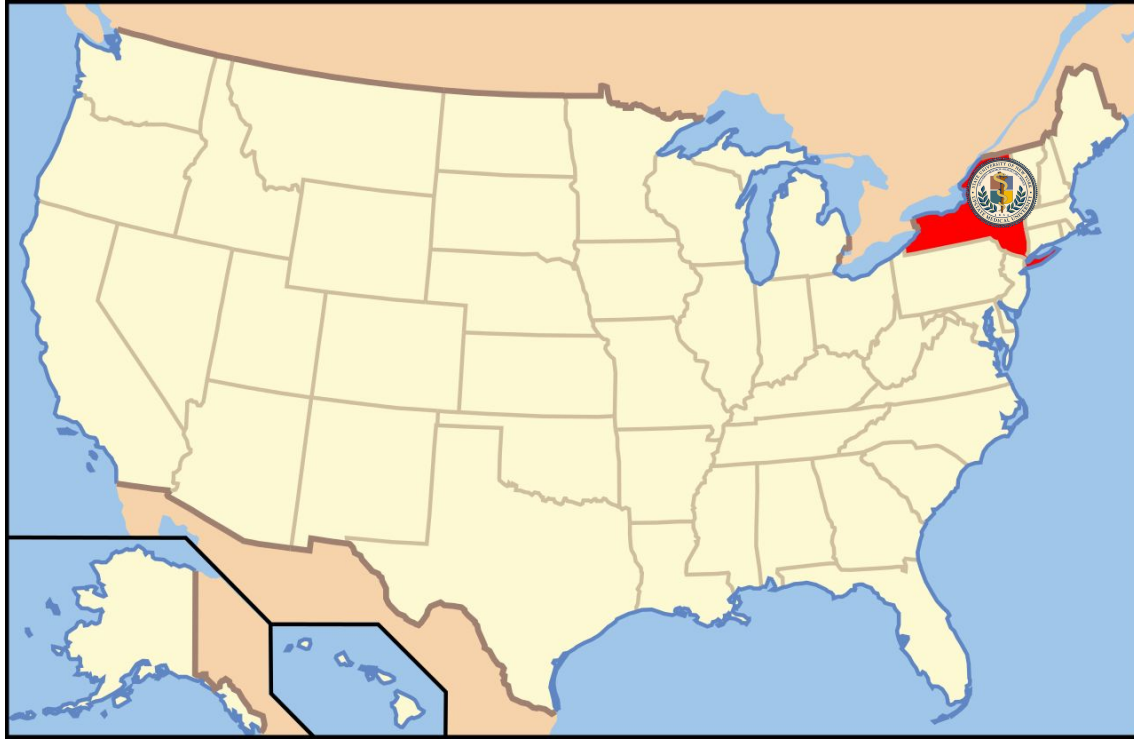


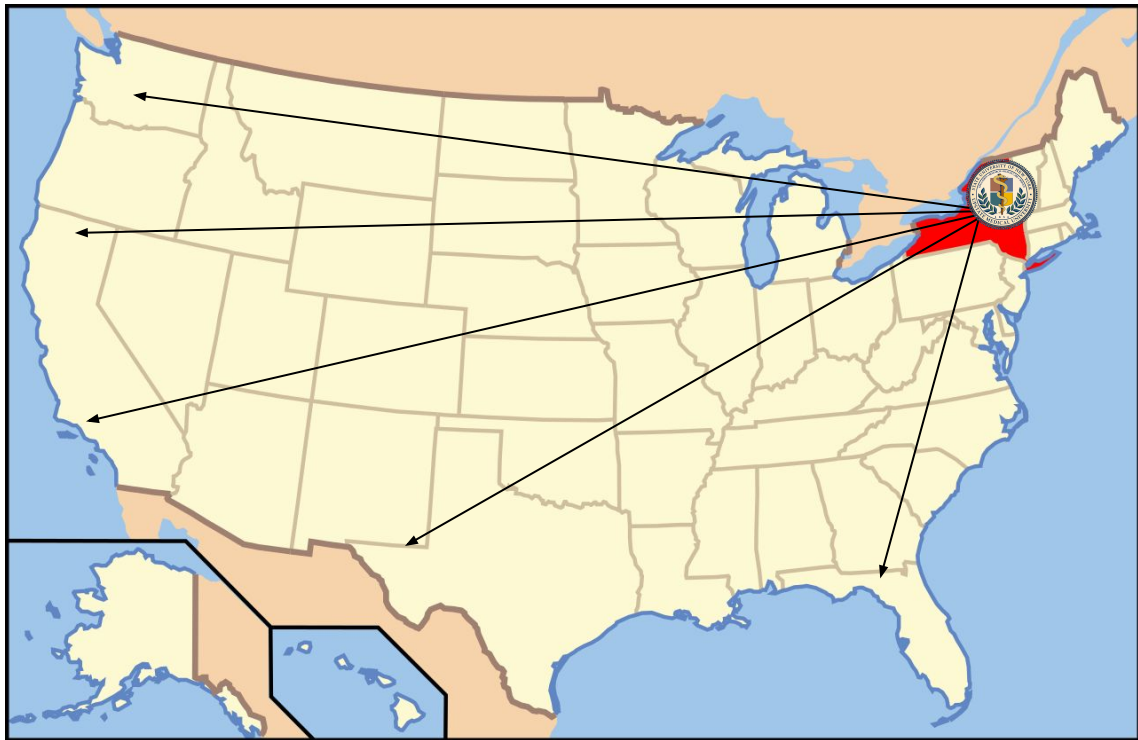
KICK HIM IN THE GROIN AREA



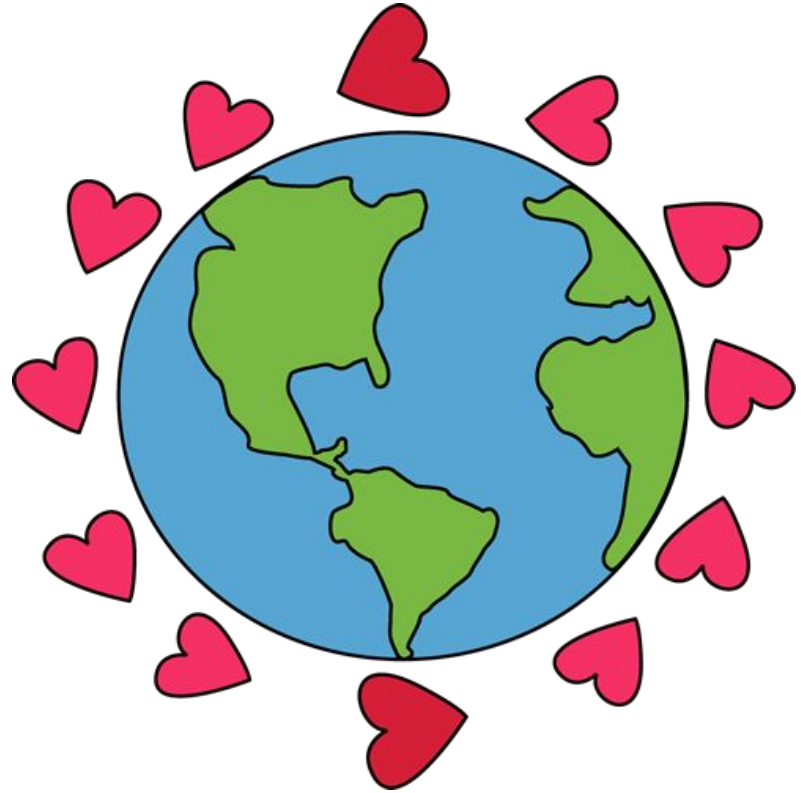
STRIKE HIS FACE WHILE HE IS BENT DOWN







WIRL FOR THE WORLD!



LAUNCHING YOUR WIRL CHAPTER

1. Email upstatewirl@gmail.com
2. Adopt mission and vision statement
3. Hospital/Program Approval and faculty mentors
4. Interest meeting and emailing list
5. Gender Diversity
6. Executive Board
7. Projects which support the mission
8. Networking & Social events



FOLLOW US!

INSTAGRAM: @UPSTATE_WIRL

TWITTER: @UPSTATEWIRL

CONTACT US!

UPSTATEWIRL@GMAIL.COM



THANK YOU FOR
JOINING US!

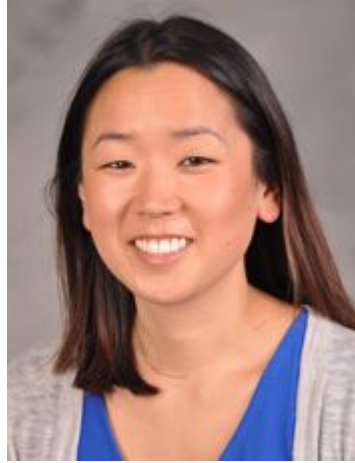
DON'T ASK WHAT THE
WORLD NEEDS. ASK WHAT
MAKES YOU COME **ALIVE**,
AND GO DO IT. BECAUSE
WHAT THE WORLD NEEDS
IS MORE PEOPLE WHO
HAVE COME ALIVE.

HOWARD THURMAN

A SPECIAL THANK YOU TO...



Dr. Harvir Gambhir



Dr. Caitlin Toomey

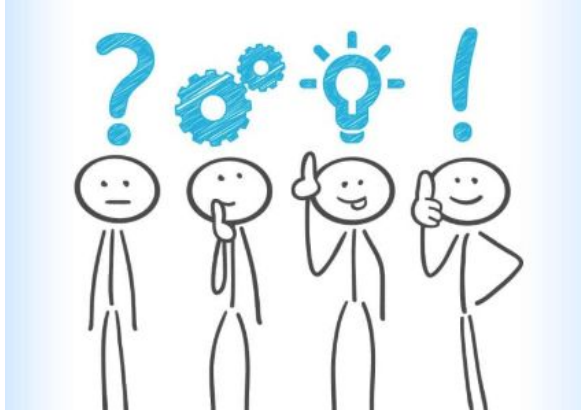


Dr. Amulya Penmetsa



Karen Tucker Labello

THOUGHTS, COMMENTS OR QUESTIONS?



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