Women Make the WIRL go Round: Women in Residency Life (WIRL)

NYACP Women In Medicine Webinar Part II

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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

Dr. Anandabai Joshee, Serampore, India
Dr. Kei Okami, Tokyo, Japan
Dr. Tahat N. Iskandary, Damascus, Syria
CHALLENGES FOR WOMEN IN MEDICINE

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.

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, FRCP, 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 or 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.
“Leaky Pipeline”

WOMEN

52% Medical Students
50% Internal Medicine Residents
22% Cardiology Fellows

12% general Cardiologist
10% Procedural subspecialty
?? Full Professor
?? CEO
President of Org
Journal editors


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
202 years
The global pay gap between men and women will take 202 years to close

72%
women feel conflicted when balancing work and family life

42%
of women say they have faced workplace discrimination
WIRL: a platform for Awareness
OUR VISION

It’s only a crazy dream until you do it.
WHERE WE FIRST STARTED

AND WHAT WE HAVE DONE SO FAR...
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

THE FUTURE IS FEMALE

Syracuse University
College of Arts & Sciences
BRIDGING THE GAP BETWEEN SPECIALTIES
IMPLEMENTATION OF A BOARD

Co-founder & Co-president
Fathima Keshia Shuhail
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 Garei
Internal Medicine, PGY1

Events
Ramza Malik
IM/PM&R, PGY1

Events
Dan Rossi
Internal Medicine, PGY3
Social media platforms

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

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

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/BSUD2wrIvWj/...
WHAT THE FUTURE LOOKS LIKE...
Gender-related differences in resident-physician burn out at SUNY Upstate
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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- Falcone, A. Remembering the Pioneering Women From One of Drexel's Legacy Medical Colleges. March 2017. Remembering the Pioneering Women From One of Drexel's Legacy Medical Colleges - DrexelNow
- Martineau, J. Women Need a Network of Champions. Center for Creative Leadership. Why Mentoring & Sponsoring Are Important, Particularly for Women | CCL