



Women Surgeons Achieving Equity

Patricia J Numann MD FACS

President, American College of Surgeons

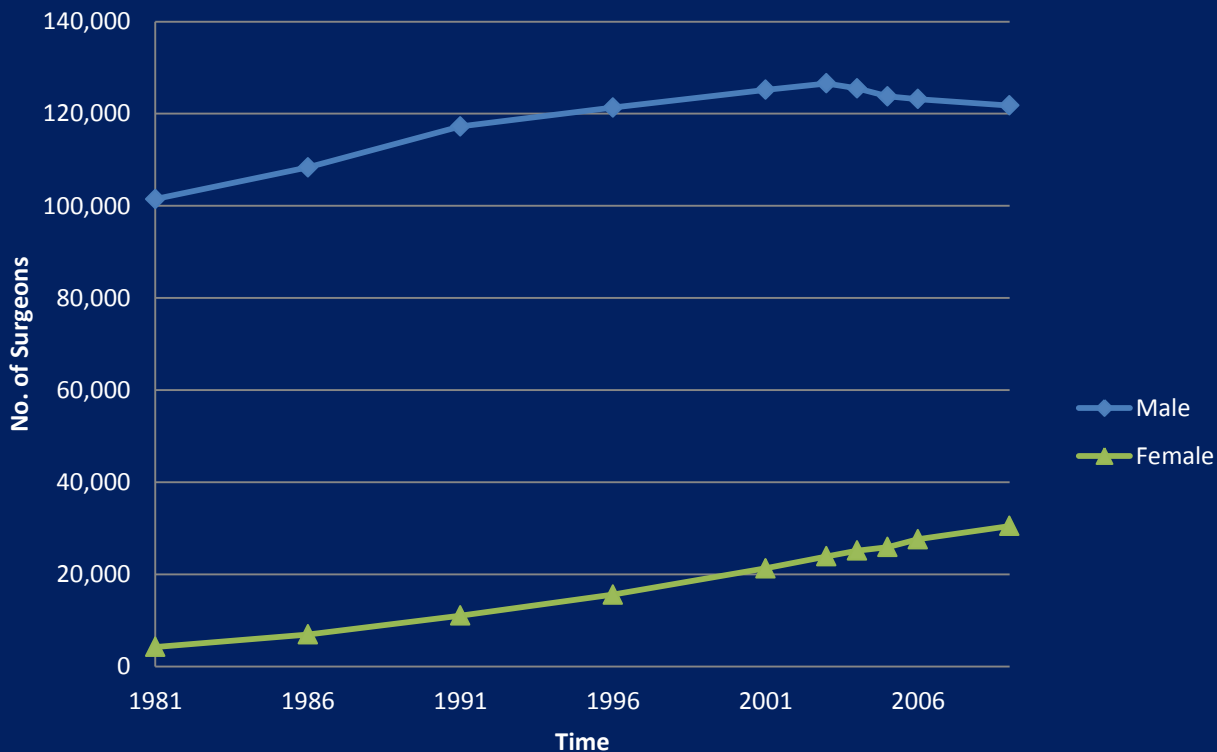


Women are the greatest Underutilized resource in the World

World Economic Forum states that
gender based bias is detrimental to
the global market plan



All Surgeons by Gender 1981-2009





Incoming Surgical Residents

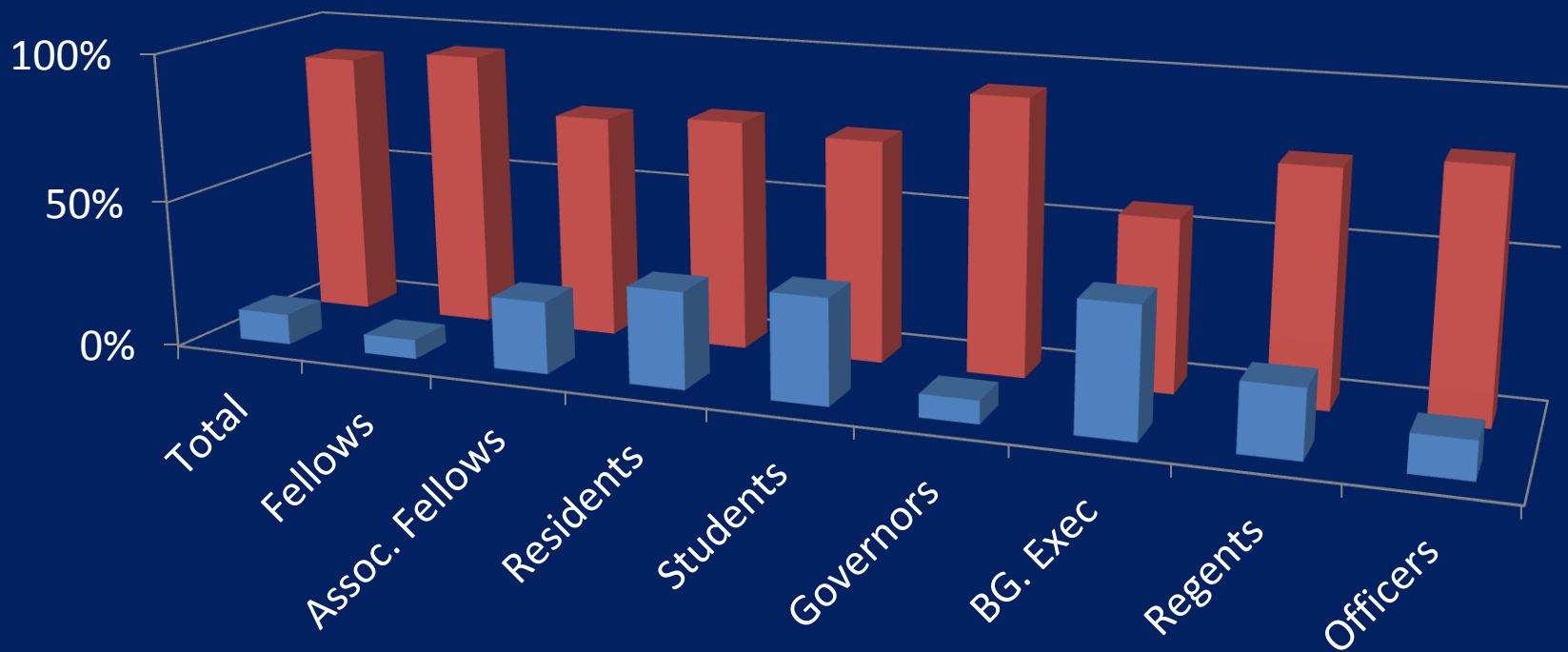
women surgeons women residents

| | | |
|------|-------|-------|
| 1998 | 4.7% | 21.0% |
| 2008 | 5.2% | 32.3% |
| 2011 | 18.9% | 42% |



Women & Governance in ACS

■ Female ■ Male





Board of Regents



Valerie W. Rusch



Julie A. Freischlag



Margaret M. Dunn



Leigh A. Neumayer



Patricia J. Numann



ACS Leadership

- 4 Chairs Board of Governors
- 0 Chairs Board of Regents
- 3 Distinguished Service Awards
- 2 Presidents
- 0 Executive Director
- 1 Division Director

ACS 100 years old



Surgical Organizations

- American Surgical Association never had a woman President or Recorder
- Most Regional Surgical Limited Member Assns have had a woman President
- Most Regional Open Membership have had women Presidents

BUT FEW AND FAR BETWEEN



Medical School Leadership

- 131 Medical Schools
- 16 Deans/Acting Deans
- 13% Chairs are Women
- 4 Surgery Departments Chairs
- 8% Full Professors of Surgery
- 13% Associate Professors of Surgery
- 26% Assistant Professors



Title IX

- June 23, 1972
- Title IX of the Education ACT
- “ No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”



Association of Women Surgeons

- 30 years old
- Consensus on most important issues
- Repeated strategic plans
- Specific steps
- Continually monitored and reported data
- Trained women in leadership and advocacy
- Mentored women
- Advocated for transparency



Women faculty

- Women do not progress through the academic ladder as well as men
- Fewer full Professors-not a supply issue
- Necessary to see women in leadership positions
- Need to have a fair promotion process
- Need to deal with child bearing delays



Women Report :

Isolation

Women are:

Less likely to be included in informal and formal social gatherings.

Less likely to be included in collaborative research

Less likely to have mentors

Less likely to be given advice about navigating the workplace



Message

- Create images that tell your story
- Consistently but subtly make your point
- Dispel Bias
- Point out misrepresentations
- Behavioral modification



Purpose of Advocacy

- Write it down
- Read it aloud
- Write goals
- Consider unintended consequences
- Be sure what you ask for is what you want
- Use words carefully



Effective Advocacy

- Passionate
- Data/Research
- Moral Courage
- Gain support
- Strategic Plan
- Marketing Plan
- Measure Success
- Celebrate Success
- Never Give Up!



Advocacy for One's Self

- Let people know your interests
- Always nominate
- Keep list of “Worthy People”
- Curriculum Vitae
- Strong letter
- Prepare yourself
- Write



Be Patient

Anything worth having is worth waiting for...



A velvet glove is more
effective than a brick bat



Gender Equity

