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

Graph showing the number of surgeons by gender from 1981 to 2009. The graph displays the increase in the number of male surgeons over time, with a slight decline after 2001. The number of female surgeons also shows a steady increase, particularly after 1996.
### Incoming Surgical Residents

<table>
<thead>
<tr>
<th>Year</th>
<th>Women Surgeons</th>
<th>Women Residents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>4.7%</td>
<td>21.0%</td>
</tr>
<tr>
<td>2008</td>
<td>5.2%</td>
<td>32.3%</td>
</tr>
<tr>
<td>2011</td>
<td>18.9%</td>
<td>42%</td>
</tr>
</tbody>
</table>
Women & Governance in ACS

[Bar chart showing gender distribution across different roles such as Total, Fellows, Assoc. Fellows, Residents, Students, Governors, BG. Exec, Regents, Officers.]
Board of Regents

Valerie W. Rusch
BJ Hancock
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

Why So Few  AAUW 2009
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