Survey of Women in Emergency Medicine

63% of women in emergency medicine identify balancing personal and professional life as challenge they face.

Other CHALLENGES:
- 28% cite lack of role models
- 25% cite decreased chances for equal pay and opportunities for promotion compared to men

56% of women surveyed are willing to serve as a mentor to other women in emergency medicine

227 respondents – survey conducted in 2015 of AAEM members
How have you overcome gender biased challenges in your career?

Not much overt gender bias, but certainly more subtle challenges such as being the only woman in a leadership meeting, patients assuming the male resident is my boss rather than vice-versa.

I have not overcome it. Was recently terminated from a position suddenly, without warning, without explanation. I do not think this would have happened to a male colleague in this manner.

Don’t back down. Be yourself, be assertive but professional. Call others out on unprofessional and/or biased behavior. Raise cultural awareness.

What has your practice done to support women emergency physicians?

It hasn’t been an issue for me other than convincing nursing staff and patients that I really am a physician.

Great mentorship to actually see the challenges that are sometimes invisible, as they are part of “culture.”

I chose my practice because of a strong woman chair and co-workers. The practice is family friendly and the physicians share work-life balance goals and values. For example, we used locums as needed to support long maternity and paternity leaves; equitable scheduling of nights, weekends, and holidays.

I have hired many women EM physicians. Breaks during shift, facilitate time for breast pumping, maternity leave.

We’re an academic institution & have a significant number of female physicians in leadership positions.

We have a women’s group that meets regularly to discuss these issues and support each other in our individual challenges.

We have a flexible work schedule for maternity leave.

Flexible work schedule for maternity leave.

We are 50/50 men and women. We have lots of job-sharing and part time workers that allow family time.

They encourage mentorship and camaraderie.

Having a good work ethic, consummate professionalism, avoiding gossip, being persistent and vocal in the issues that matter to me as a female doctor.

Having a good work ethic, consummate professionalism, avoiding gossip, being persistent and vocal in the issues that matter to me as a female doctor.