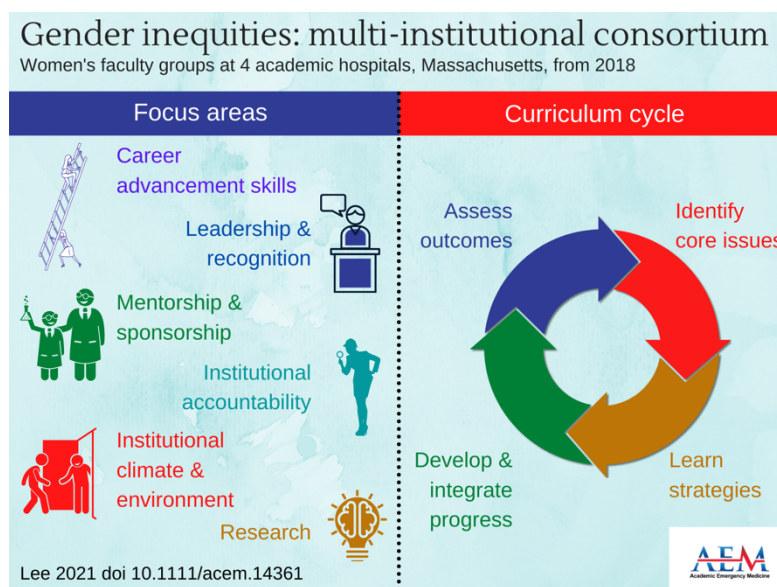


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## Addressing gender inequities: Creation of a multi-institutional consortium of women physicians in academic emergency medicine

Des Plaines, IL – A consortium of women physicians in academic emergency medicine (EM) created a collaborative community designed to enrich career development for women in the field, with a formal organizational structure to connect faculty from four hospitals under one academic institution. This consortium-building model could be used to enhance existing institutional career development structures for women and other physician communities in academic medicine with unique career advancement challenges.



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The consortium is described in an article titled [Addressing gender inequities: Creation of a multi-institutional consortium of women physicians in academic emergency medicine](#), published in the December issue of Academic Emergency Medicine (AEM), a peer-reviewed journal of the Society for Academic Emergency Medicine (SAEM).

Gender inequity is pervasive in medicine, including emergency medicine (EM), and is well documented in workforce representation, leadership, financial compensation, and resource allocation. The reasons for gender inequities in medicine, including academic EM, are multifactorial and include disadvantageous institutional parental, family, and promotion policies; workplace environment and culture; implicit biases; and a paucity of women physician leader role models, mentors, and sponsors.

To address some of the challenges of gender inequities and career advancement for women in academic EM, the authors established an innovative, peer-driven, multi-institutional consortium of women EM faculty employed at four distinct hospitals affiliated with one medical school. The objective of this report is to describe the creation of this cross-institutional consortium focused on career development, academic productivity, and networking and sharing best practices for work-life integration for academic EM women faculty. Ultimate goals include duplication of this program at many other institutions across the country, and increased representation and equal pay for women in clinical and leadership positions.

The lead author of the study is Lois K. Lee, MD, MPH, department of emergency medicine at Harvard Medical School and the division of emergency medicine at Boston Children's Hospital in Boston, Massachusetts.

The article is discussed in a recent AEM podcast, [Addressing Gender Inequities in Academic Emergency Medicine](#).

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## **ABOUT ACADEMIC EMERGENCY MEDICINE**

Academic Emergency Medicine, the monthly journal of Society for Academic Emergency Medicine, features the best in peer-reviewed, cutting-edge original research relevant to the practice and investigation of emergency care. The above study is published open access and can be downloaded by following the [DOI link: 10.1111/acem.14361](https://doi.org/10.1111/acem.14361). Journalists wishing to interview the authors may contact Tami Craig at [tcraig@saem.org](mailto:tcraig@saem.org).

## **ABOUT THE SOCIETY FOR ACADEMIC EMERGENCY MEDICINE**

SAEM is a 501(c)(3) not-for-profit organization dedicated to the improvement of care of the acutely ill and injured patient by leading the advancement of academic emergency medicine through education and research, advocacy, and professional development. To learn more, visit [saem.org](http://saem.org).