

# Gender Equity in Intensive Care Medicine

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# The Bigger Picture

An Interactive Quiz!



What percentage of new medical graduates are women?

51%

Australian Medical Training and Review Panel, 2016 Report



What percentage of all doctors are  
women?



40.6%

Australian Medical Workforce  
Data 2016



43.8%

New Zealand Medical  
Council 2016



What percentage of Australian  
surgeons are women?

10.8%

Australian Medical Workforce data 2016





What percentage of anaesthetists  
are women?



29.2%

Australian Medical Workforce  
Data 2016



31%

New Zealand Medical  
Council 2016



What percentage of GPs are  
women?



41%

Australian Medical Workforce  
Data 2016



49%

New Zealand Medical  
Council 2016



What percentage of Palliative Care physicians are women?



62.8%

56%

Australian Medical Workforce  
Data 2016

New Zealand Medical  
Council 2016



What percentage of paediatricians  
are women?



49.8%

Australian Medical Workforce  
Data 2016



49%

New Zealand Medical  
Council 2016





What percentage of O&G specialists  
are women?



43.4%

Australian Medical Workforce  
Data 2016



50%

New Zealand Medical  
Council 2016



What percentage of intensivists are  
women?



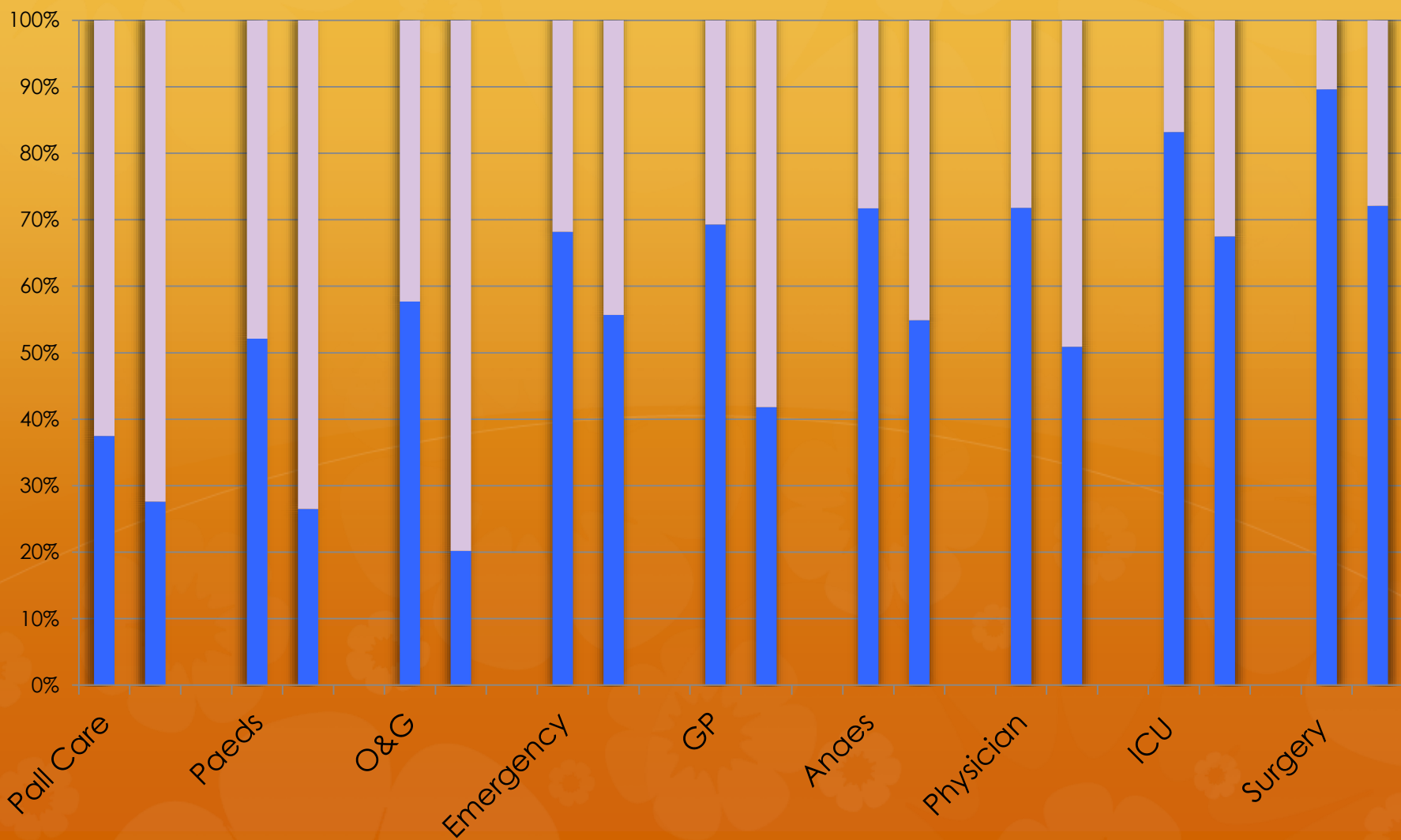
18.9%\*

Australian Medical Workforce  
Data 2016

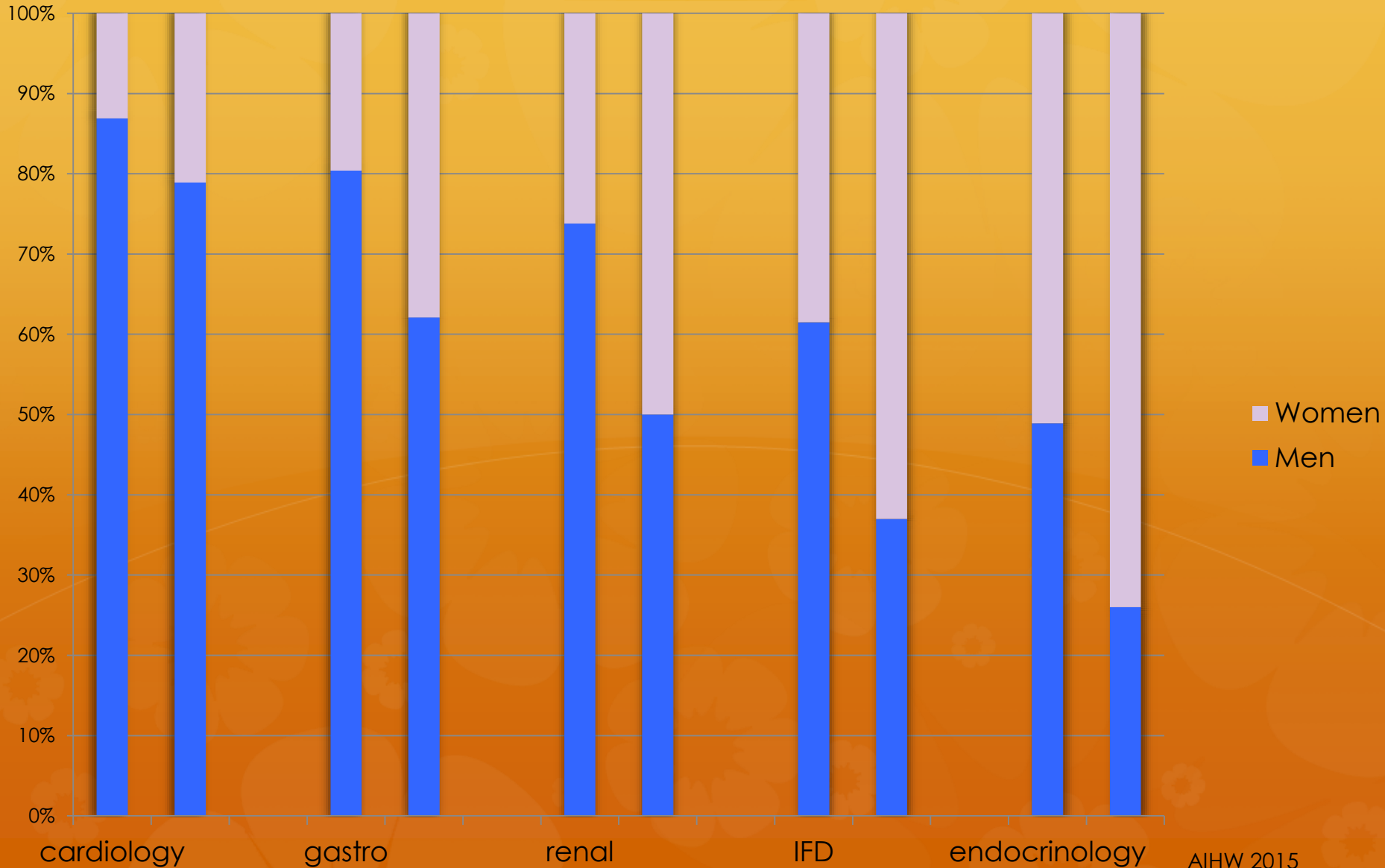
29%\*

New Zealand Medical Council  
2016

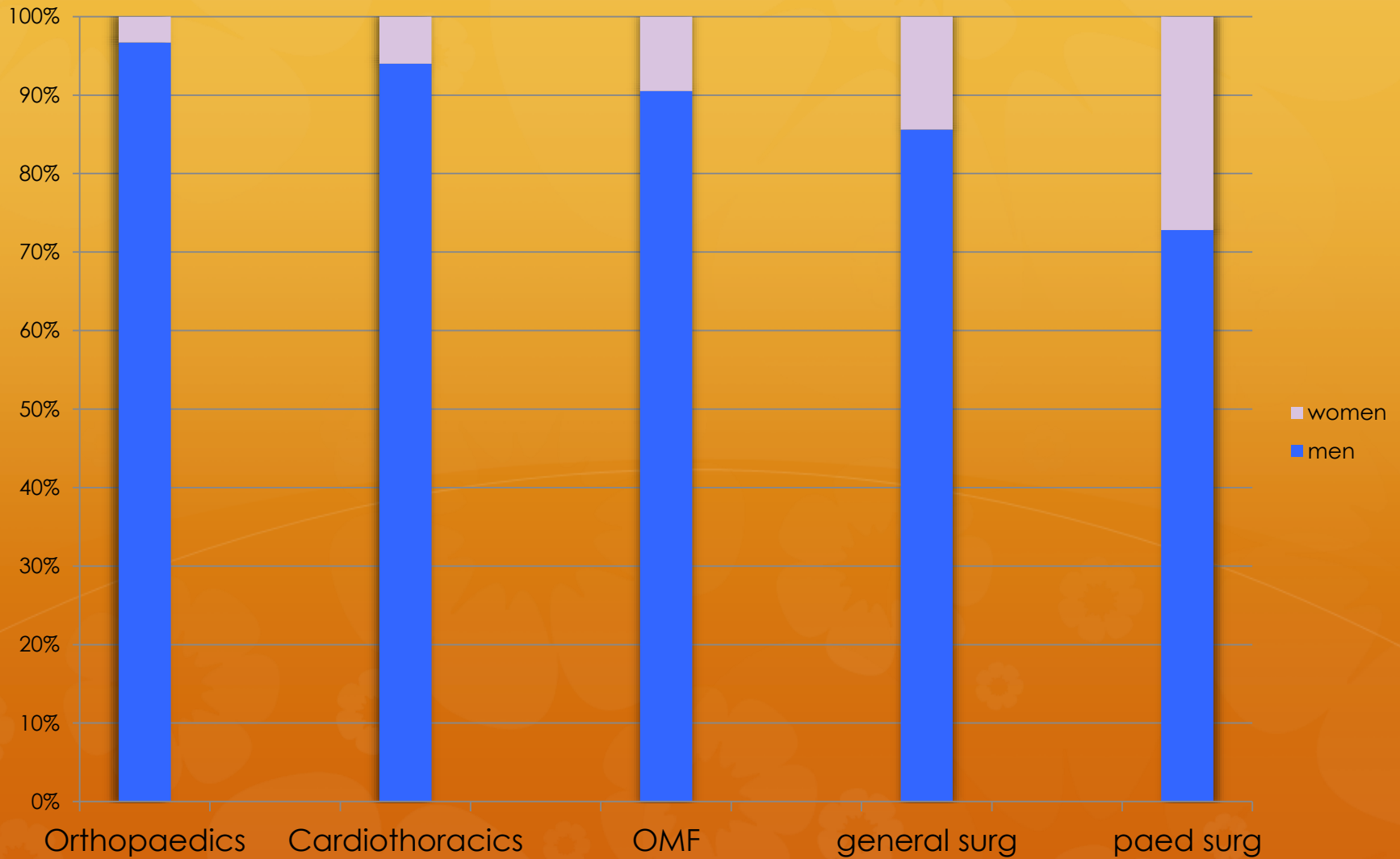
# Pink vs Blue Specialties?



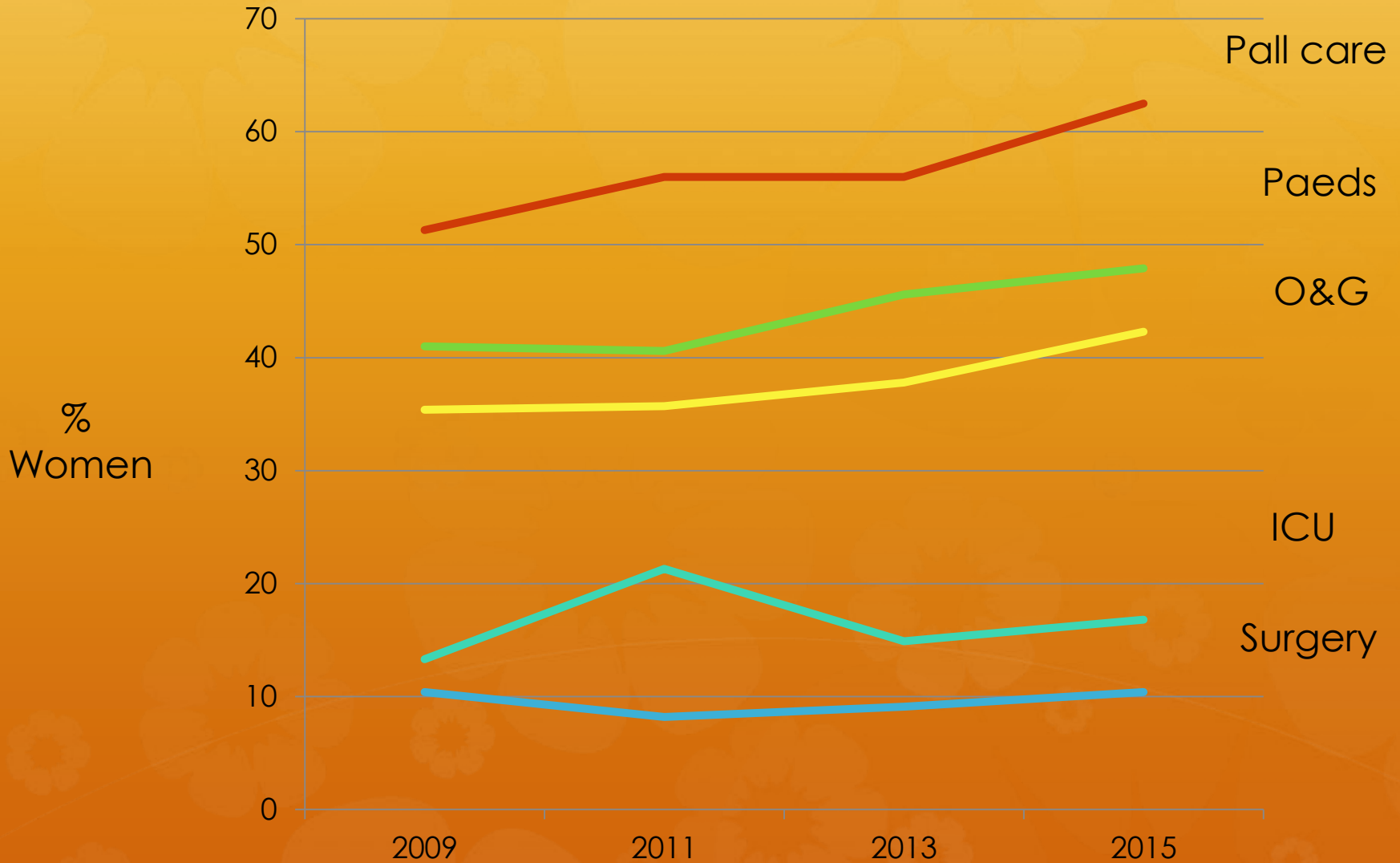
# Physician sub-specialties



# Surgical sub-specialties



# The Pipeline?





# The Pipeline?



**What's wrong with being a  
blue specialty?**

# What's wrong with being a blue specialty?

Original Article

## Board Diversity and Financial Performance in the Top 500 Australian Firms

Alireza Vafaei, Kamran Ahmed , Paul Mather

First published: 14 December 2015 | <https://doi.org/10.1111/auar.12068> | Cited by: 8

# womenintensive.org

WIN

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Dedicated to improving the gender balance in Australasian Intensive Care Medicine through advocacy, research and networking

## METRICS

A collection of current data regarding female representation in Intensive Care

Safari

# Female CICM Trainees and Fellows

As of June 2018

## CICM trainees

As per data collected by College of Intensive Care Medicine, there are **319** total active trainees.



**41%**

are female.

## CICM fellows

As per data collected by College of Intensive Care Medicine, there are **1074** total active fellows registered.



**22%**

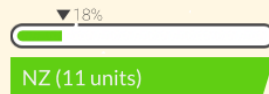
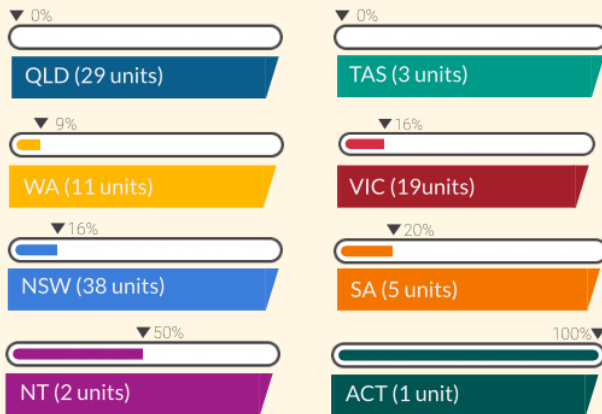
are female.

CICM 2018 data supplied to WIN- [womenintensive.org](http://womenintensive.org)

# Female Leaders in ICM

## ICU Directors that are female

CICM Accredited Adult Intensive Care Units, 2018



IN TOTAL:

There are a total of 119 **Adult Intensive Care Units** in Australia and New Zealand. Out of these units **only 15 units have female directors.**



IN TOTAL:

There are a total of 9 **Paediatric Intensive Care Units** in Australia and New Zealand. Out of these units **NONE have female directors.**



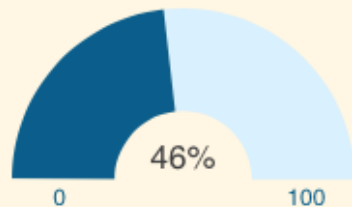


# Female leaders in ICM

## Female Board Members

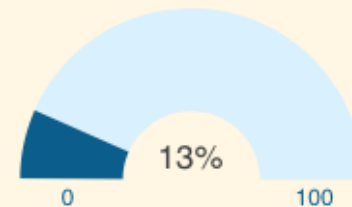
As of June 2018

CICM board  
members



There are a total of **13 CICM board members**, out of which **6 are female**.

ANZICS board  
members



There are a total of **15 ANZICS board members**, out of which **2 are female**.

# Female leaders in ICM

ICU Management & Practice, Volume 16 - Issue 3, 2016

## Women in Leadership in Intensive Care Medicine

**Table 1.** Proportion of Women on the Boards of Major Intensive Care Societies 2016

Society	Women on board (%)
Australian and New Zealand Intensive Care Society	1/14 (7)
American Thoracic Society	9/31 (29)
European Resuscitation Council	2/13 (15)*
European Society of Intensive Care Medicine	5/42 (12)
Society of Critical Care Medicine**	10/20 (50)
Intensive Care Society**	4/16 (25)

Modra LJ, Yong SA and Austin DE, 2016



# Female leaders in ICM



## Women in Intensive Care study: a preliminary assessment of international data on female representation in the ICU physician workforce, leadership and academic positions

Bala Venkatesh<sup>1,2,3\*</sup>, Sangeeta Mehta<sup>4</sup>, Derek C. Angus<sup>5,6</sup>, Simon Finfer<sup>3,7</sup>, Flavia R. Machado<sup>8</sup>, John Marshall<sup>9</sup>, Imogen Mitchell<sup>10</sup>, Sandra Peake<sup>11</sup> and Janice L. Zimmerman<sup>12,13</sup>

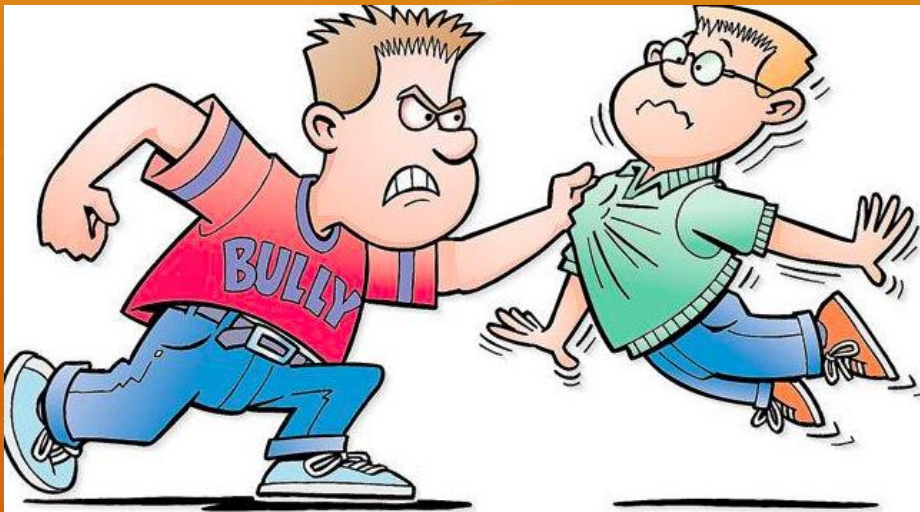
**Table 2** Presidency of various international societies and bodies in intensive care

Society	Number (%) of female presidents 2000–2017
ESICM <sup>a</sup>	0/9 (0%)
SCCM ( <a href="http://www.sccm.org/About-SCCM/Leadership/Past-Presidents">http://www.sccm.org/About-SCCM/Leadership/Past-Presidents</a> )	7/17 (41%)
ANZICS ( <a href="http://www.anzics.com.au/www.anzics.com.au/about-us.html">http://www.anzics.com.au/www.anzics.com.au/about-us.html</a> )	1/9 (11%)
WFSICCM	1/5 (20%)
CICM of Australia and New Zealand <sup>b</sup> ( <a href="http://www.cicm.org.au/Winners/2017/2017-Venkatesh%20WIN%20study.pdf">http://www.cicm.org.au/Winners/2017/2017-Venkatesh%20WIN%20study.pdf</a> ) Awards#PastPresidentsandDeans)	0/5 (0%)

# Why is it so? (and what's WIN doing about it?)



**BIAS**





# Gender bias



# Sex Differences in Academic Rank in US Medical Schools in 2014

Anupam B. Jena, MD, PhD; Dhruv Khullar, MD, MPP; Oliver Ho, BA; Andrew R. Olenski, BA;  
Daniel M. Blumenthal, MD, MBA

**CONCLUSIONS AND RELEVANCE** Among physicians with faculty appointments at US medical schools, there were sex differences in academic faculty rank, with women substantially less likely than men to be full professors, after accounting for age, experience, specialty, and measures of research productivity.

*JAMA*. 2015;314(11):1149-1158. doi:10.1001/jama.2015.10680



## Original Investigation

# Sex Differences in Physician Salary in US Public Medical Schools

Anupam B. Jena, MD, PhD; Andrew R. Olenski, BS; Daniel M. Blumenthal, MD, MBA

**CONCLUSIONS AND RELEVANCE** Among physicians with faculty appointments at 24 US public medical schools, significant sex differences in salary exist even after accounting for age, experience, specialty, faculty rank, and measures of research productivity and clinical revenue.

# Gender Differences in the Salaries of Physician Researchers

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Reshma Jagsi, MD, DPhil

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Kent A. Griffith, MS

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Abigail Stewart, PhD

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Dana Sambuco, MPPA

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Rochelle DeCastro, MS

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Peter A. Ubel, MD

**Context** It is unclear whether male and female physician researchers who perform similar work are currently paid equally.

**Objectives** To determine whether salaries differ by gender in a relatively homogeneous cohort of physician researchers and, if so, to determine if these differences are explained by differences in specialization, productivity, or other factors.

**Design and Setting** A US nationwide postal survey was sent in 2009-2010 to assess the salary and other characteristics of a relatively homogeneous population of physicians. From all 1853 recipients of National Institutes of Health (NIH) K08 and K23

# Nepotism and sexism in peer-review

**In the first-ever analysis of peer-review scores for postdoctoral fellowship applications, the system is revealed as being riddled with prejudice. The policy of secrecy in evaluation must be abandoned.**

Wennerås C and Wold A, Sweden

Women held 44% biomedical PhDs, 25% postdoctoral positions, 7% professorships

Administrative Court of Appeal released grant applications under freedom of information

Grants awarded on 'productivity score' and subjective 'competence score'

Female applicants needed the equivalent of 3 extra papers in *Nature* to receive the same score as male applicants

# Science faculty's subtle gender biases favor male students

Corinne A. Moss-Racusin<sup>a,b</sup>, John F. Dovidio<sup>b</sup>, Victoria L. Brescoll<sup>c</sup>, Mark J. Graham<sup>a,d</sup>, and Jo Handelsman<sup>a,1</sup>

<sup>a</sup>Department of Molecular, Cellular and Developmental Biology, <sup>b</sup>Department of Psychology, <sup>c</sup>School of Management, and <sup>d</sup>Department of Psychiatry, Yale University, New Haven, CT 06520

**disparity in academic science. In a randomized double-blind study ( $n = 127$ ), science faculty from research-intensive universities rated the application materials of a student—who was randomly assigned either a male or female name—for a laboratory manager position. Faculty participants rated the male applicant as significantly more competent and hireable than the (identical) female applicant. These participants also selected a higher starting salary and offered more career mentoring to the male applicant. The**

# Gender bias in feedback

## WOMEN

Feedback focuses on personality traits

Described as aggressive or abrasive

Unsolicited advice on work-life balance

## MEN

Feedback focuses on technical skills

Described as assertive

Goal-oriented advice on career advancement



# Counteracting gender bias

**Check your own bias**

[implicit.harvard.edu](https://implicit.harvard.edu)

# Job Interviews



# Counteracting gender bias



Unconscious bias measurably impedes women's success in apparently objective 'merit'-based selection processes

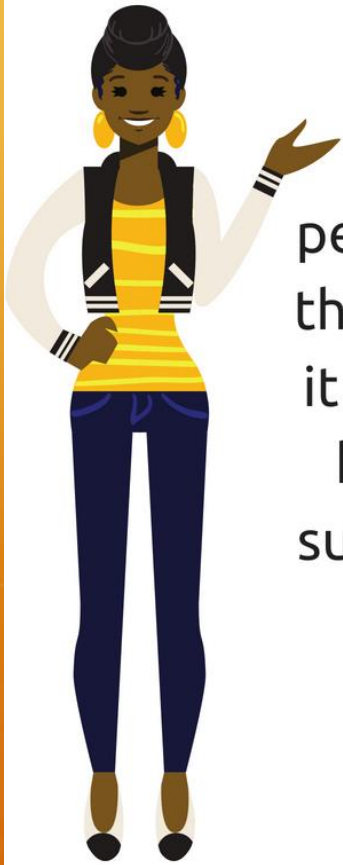
Unconscious bias **covertly** advantages men

Targets **overtly** advantage women

# Babies



# Bullies...workplace culture



"I try to avoid saying a person 'has ovaries' to mean they're courageous, because it reinforces the notion that having female qualities is superior, even though this is actually true."

Asha, sportswoman

@manwhohasitall



# Doctor gender & patient outcomes

## Research

### Comparison of postoperative outcomes among patients treated by male and female surgeons: a population based matched cohort study

*BMJ* 2017 ; 359 doi: <https://doi.org/10.1136/bmj.j4366> (Published 10 October 2017)

Cite this as: *BMJ* 2017;359:j4366

Using a comprehensive sample of patients undergoing a broad range of surgeries in all relevant specialties in Ontario, Canada, we found small differences in postoperative outcomes between patients treated by female and male surgeons, with those treated by female surgeons having a statistically significantly lower rate of 30 day mortality.

# Doctor gender & patient outcomes

JAMA Internal Medicine | [Original Investigation](#)

## Comparison of Hospital Mortality and Readmission Rates for Medicare Patients Treated by Male vs Female Physicians

Yusuke Tsugawa, MD, MPH, PhD; Anupam B. Jena, MD, PhD; Jose F. Figueroa, MD, MPH; E. John Orav, PhD; Daniel M. Blumenthal, MD, MBA; Ashish K. Jha, MD, MPH

**CONCLUSIONS AND RELEVANCE** Elderly hospitalized patients treated by female internists have lower mortality and readmissions compared with those cared for by male internists. These findings suggest that the differences in practice patterns between male and female physicians, as suggested in previous studies, may have important clinical implications for patient outcomes.



# Fighting for our right to....**mediocrity?!?**

the existence of exceptional women in intensive care medicine does not prove that equality is nigh- it proves that these women are exceptional

# Spot the breast pump

