BACKGROUND

• Mentoring in academic medicine:
  • Is crucial to a successful, satisfying career
  • Often requires several mentors for multidimensional guidance

• For women in academic medicine:
  • A lack of mentorship factors into the lower rates of women retention, promotion and advancement into leadership roles.
  • Unique challenges exist both personally and professionally.

• Demand for more female mentors:
  • An increasing number of female medical students (49%) and EM residents (40%) places substantial mentoring demands on the few female faculty.
  • 1:4 is the ratio of the female faculty to female residents & students in our department over the past 5 years.

OBJECTIVES

To describe the design, content, and effectiveness of a novel mentoring program for women in an academic emergency medicine residency.

METHODS: Program Design

Mission:
To provide a supportive environment for the personal and professional development of women in EM while cultivating mentoring relationships.

Goals:
1. To provide mentors and role models for inspiration and guidance.
2. To offer career advice in establishing goals & seeking opportunities.
3. To promote work life balance.
4. To provide emotional support & facilitate insight for personal growth.
5. To address the challenges of gender bias.
6. To encourage participation in activities for women in academics.
7. To recognize and nominate qualified women for honors & awards.

Mentors are voluntary and include:
• Academic faculty, alumni & community physicians

Group approach:
• Accommodates the greatest number.
• Utilizes Vertical Mentoring, Role-Modeling, & Peer-Mentoring

Designed specifically for women:
• Communication Style – open, cooperative, and non-competitive
• Structure- inclusive and welcoming to all
• Setting - casual and relaxed in a home or café

Curriculum:
• Work-Life Balance/ Integration, Career Opportunities and Obstacles, Time Management, Negotiating Skills, Networking, Stress & Wellness

RESULTS

• Total of 50 women responded
• 78% married & 59% mothers (average 1.8 children)

Graph: Demographics

Table: Survey Results Rating Mentoring Program

<table>
<thead>
<tr>
<th>The EM Women’s Mentoring Group…</th>
<th>% Agree</th>
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</thead>
<tbody>
<tr>
<td>…is valuable to the EM Residency and Department.</td>
<td>95%</td>
</tr>
<tr>
<td>…offers a courteous, respectful environment for open communication and participation.</td>
<td>88%</td>
</tr>
<tr>
<td>…provides mentors and role models for inspiration and guidance.</td>
<td>80%</td>
</tr>
<tr>
<td>…offers an emotionally supportive and encouraging environment.</td>
<td>90%</td>
</tr>
<tr>
<td>…provides useful, pertinent discussions for my professional development.</td>
<td>83%</td>
</tr>
<tr>
<td>…expands my networking opportunities.</td>
<td>71%</td>
</tr>
<tr>
<td>…I have benefitted from a peer mentoring relationship. (A peer mentor is at your same level of training/experience with whom you share/exchange ideas and advice.)</td>
<td>61%</td>
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CONCLUSIONS

• Our program is an effective way to mentor women in medicine.
• The group approach utilizing both academic and community EM physicians off-loads the mentoring demands of female faculty.