

#GiveHerAReasonToStay



IN HEALTHCARE

Did you know?

Compared to their male colleagues, women in medicine:



Were the majority of front-line health workers during the pandemic and had higher rates of COVID-19 infection



Are not paid or promoted equitably and report high rates of sexual harassment at work



Are encouraged to take on "citizenship" duties at work and are "voluntold" to serve on committees and engage in other unpaid work



Continue to have more responsibilities at home for childcare and elder care

77%

WOMEN

23%

MEN

Healthcare and long-term care workers who have direct contact with patients ¹

35

YEARS

Number of years with no progress for women in promotion to associate professor and full professor at US medical schools ²

25

YEARS

Number of years the pandemic has set back women's progress in the US workforce ³

7-15

YEARS

Number of years that doctors train after finishing college ⁴

Why are we doing this campaign?

The pandemic has contributed to an unprecedented exodus of women from the medical workforce. Since women make up the majority of healthcare workers, this shift will have a significant impact on patient care and the advancement of medical research. Even before the pandemic, women were leaving medicine due to many factors that make the healthcare workplace inhospitable to them. The [Give Her A Reason To Stay In Healthcare](#) campaign is focused on decreasing the exodus of women from medicine and ensuring that patients receive the best possible care.

What is the campaign?

Every year, the course [Career Advancement and Leadership Skills for Women in Healthcare](#)* launches a new strategic initiative aimed at supporting women in healthcare. Once again, the [American Medical Women's Association \(AMWA\)](#) and the [Executive Leadership in Academic Medicine \(ELAM\) program](#)[†] are joining in this campaign. This year's [Give Her A Reason To Stay In Healthcare](#) campaign is a call to action for businesses, organizations, healthcare institutions, and individuals to find and act on specific ways to support women in medicine at this critical time.

*[CME leadership course](#) directed by Julie K. Silver, MD, Associate Professor and Associate Chair, Department of Physical Medicine and Rehabilitation, Harvard Medical School

[†][Core program](#) of Drexel University's College of Medicine

What can businesses and other organizations do?

A strong healthcare system benefits everyone. We are excited to challenge presidents, CEOs and other business leaders to find bold and creative ways in which their companies or organizations can be part of the solution.

Our Challenge: join us in the [Give Her A Reason To Stay In Healthcare](#) campaign and show how innovative your company or organization is by taking specific actions now to support women in medicine.

What can employers do?

- Pay her fairly
- Promote her now
- Give her a grant or other funds to support her work
- Sponsor her for a specific career opportunity
- Ensure she has appropriate time off to care for herself and her loved ones
- Offer childcare
- Provide a safe and harassment-free workplace

What can colleagues, patients, and other individuals do?

- Nominate her for an award
- Invite her to be a co-author or speaker
- Cite and disseminate her research
- Thank her for her commitment to excellent patient care
- Write a positive online review or send a note to her boss
- Find thoughtful ways to tell her the work she does is important

On social media use the hashtags #GiveHerAReasonToStay and #WomenInMedicine to join us, follow along, and spread the word!

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¹[Key Characteristics of Health Care Workers and Implications for COVID-19 Vaccination. Kaiser Foundation. \(2021\)](#)

²[Women Physicians and Promotion in Academic Medicine. New England Journal of Medicine \(2020\).](#)

³[How COVID-19 Sent Women's Workforce Progress Backward. Century Foundation and Center for American Progress. \(2020\)](#)

⁴[The Road to Becoming a Doctor. Association of American Medical Colleges. \(2020\)](#)