

Roundtable: The Role of Women’s Leadership in Advancing Gender Equity and Workplace Well-Being

Roundtable Attendees:

Representation from individuals representing organizations across 5 continents (North America, Asia, Europe, South America, and Africa), the following questions were posed:

The roundtable was organized by the MWIA Work-Life Balance Special Interest Group, chaired by Dr. Darunee Buddhari (VP Centra Asia), and Dr. Eliza Chin (MWIA Treasurer and AMWA Executive Director), with the support of MWIA President Dr. Eleanor Nwadinobi. Support was provided by MWIA’s Bellagio Fund.

Roundtable Discussion:

- After a round of introductions the following questions were discussed:
 - In your country, what are the most significant challenges women physician leaders face in advancing gender equity?
 - How can organizations better support women in overcoming these challenges?
 - What role do women leaders play in promoting workplace well-being and work-life balance?
 - How can women leaders drive a shift in organizational culture to be more inclusive and supportive?
- Participants deliberated on the primary challenges encountered in their respective countries regarding the gender gap in leadership and strategies to address this issue.
- Efforts in medicine and healthcare to advance women's leadership were underscored. The discussion centered on the obstacles women face in obtaining sponsors and allies.
- Solutions were suggested to enhance the participation of women in leadership programs and establish supportive environments. Examples were provided from various regions regarding initiatives to eliminate gender disparities, promote leadership development, and advance women.
- The importance of emphasizing gender equity at the organizational and structural levels was underscored, which encompassed policies regarding parental leave, promotion of female physicians as leaders, and establishing supportive work environments that enable both men and women to reconcile their work and family responsibilities.
- Concerns were expressed regarding the deteriorating status of women in specific countries and the necessity of prioritizing their advancement.
- Additional topics of discussion included burnout, empathy, relational leadership, managing challenging conversations, setting boundaries, and promoting the mental health of medical professionals.
- Strategies to increase female representation in leadership positions and advocacy for women's rights in the medical profession were prioritized.

Submitted by Dr. Mahboba Islami and Dr. Eliza Chin



ROLE OF WOMEN'S LEADERSHIP IN ADVANCING GENDER EQUITY AND WORKPLACE WELL-BEING

A STAKEHOLDER ROUNDTABLE

MAY 29, 2024, 10:00–11:30 AM (GENEVA, SWITZERLAND TIME)

IN-PERSON: NASH PRATIK HOTEL, TOP FLOOR

VIRTUAL: ZOOM MEETING

This discussion will explore how women can drive meaningful progress in gender equity and create healthier, more inclusive work environments where everyone thrives.

Be part of a powerful dialogue that champions leadership, diversity, and well-being. Let's shape a future where gender equity is not just a goal, but a reality.

**LEARN MORE AND
REGISTER AT:
bit.ly/genevamay29**



AMWA

Hosts: Medical Women's International Association
and the American Medical Women's Association