

RCEM Gender Equity Committee Strategy 2020-2023

Vision for the future

Equity is a core value of the College and the Gender Equity Committee (GEC) was established to address and mitigate the negative consequences of gender disparities in the specialty of Emergency Medicine.

One million women work for the NHS, making it one of the largest employers for women across the world. Despite this, the gender pay gap, the motherhood penalty, and disparities in leadership persist throughout the NHS.

Existing within this structure is Emergency Medicine, a specialty whereby shift working, unsociable hours, and burnout is commonplace. A 2017 study published in the BMJ revealed that only 39% of women agreed that Emergency Medicine was a family friendly speciality, which was ranked one of the least friendly by women out of the hospital-based specialities.

The GEC aims to play a key role in raising awareness of and challenging gender disparities in the specialty and facilitate a culture of open communication in the College. The GEC strives to ensure the College takes into account gendered experiences of its membership in its work.

We will work to improve RCEM's offer to women, and ensure the College is proactively developing strategies to promote wellness, career sustainment, and career progression for women working in Emergency Medicine. The GEC will work to ensure people of all genders can achieve their full potential and lead satisfying and sustainable careers in the specialty of Emergency Medicine.

Objective	Key activities	Success criteria	Stakeholders	Timeline
Increase awareness about gender issues in Emergency Medicine	<p>International Women's Day social media activity and blog highlighting the importance of the GEC.</p> <p>Support and advise the College on improving the collection of demographic data.</p>	<p>High levels of engagement on social media</p> <p>Coverage of demographic data held on members and fellows improves.</p>	Policy team Communications team	Ongoing
Access resources to fuel discussion about gender topics.	<p>Contact with sister groups overseas & in other specialties</p> <p>Create a hub of information and resources where people can seek out advice on gender related issue in the workplace</p>	Engagement and library of resources	Policy team Comms team	Ongoing
Foster and facilitate a culture of open communication about gender-specific issues.	<p>GEC membership of College committees</p> <p>Influence RCEM events including conferences and CPD to ensure gender-based issues are covered.</p>	GEC reps influencing and raising awareness of gender-specific issues through committee work. GEC reps provide regular progress reports to GEC.	Policy team Quality team Council & Executive	Annual Scientific Conference
Construct solutions to emphasise the positive and mitigate the negative consequences of gender bias.	<p>Carry out survey to gather information about women's experiences in Emergency Medicine.</p> <p>Examine data on recruitment and progressions within the specialty to include ARCP/CESR/ACP credentialling and exam success</p>	Survey has good response rate and results guide the work of the SIG	Policy Team	April 2021

Develop strategies to promote wellness, career sustainment, and career progression.	<p>CPD/study days</p> <p>Peer support/mentoring network</p> <p>Leadership Plus</p>	<p>Study days delivered with good attendance</p> <p>Network established</p> <p>Further cohorts recruited</p>	<p>Education & comms teams</p> <p>Comms, SWP</p> <p>Comms, Leaders Plus</p>	<p>Ongoing, ASC Oct 2021</p> <p>To commence 2022</p> <p>Ongoing</p>
Ensuring that the College takes into account gendered experiences and involvement in all appropriate activities.	GEC outreach into other College committees	<p>GEC members successfully embedded into other College committees.</p> <p>Consultation with GEC on gender equity issues becomes established practice across the College.</p>	Council College Committees Policy team	Ongoing
Provide support to RCEM as a whole on gender related issues.	<p>Responding to requests for comments from Council, its Boards and Committees</p> <p>Responding on behalf of RCEM to national requests for stakeholder engagement in relevant gender related topics</p> <p>Representing RCEM at wider bodies such as the Academy</p>	<p>Successfully represent RCEM by engage with stakeholders on gender related issues.</p> <p>Successfully conveying RCEM's agenda to wider bodies surrounding gender related issues</p>	Council, Boards and Committees. The Academy Policy Team	Ongoing