



FIEX
Peds

AAP FLEXPEDS SUMMIT

#AAPFLEXPEDS • APRIL 4, 2022



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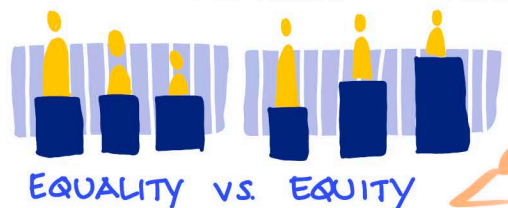
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YES, FOCUS ON THE CHILDREN

GENDER EQUITY IS NOT A WOMEN'S ISSUE, IT'S A HUMAN ISSUE

equity ENVIRONMENTS THAT ALLOW EVERYONE TO BE SUCCESSFUL



EQUALITY VS. EQUITY

WHEN USA WILL BE EQUAL? YEAR 2,186

THE MORE PEOPLE MAKE, THE BIGGER THE PAY GAP

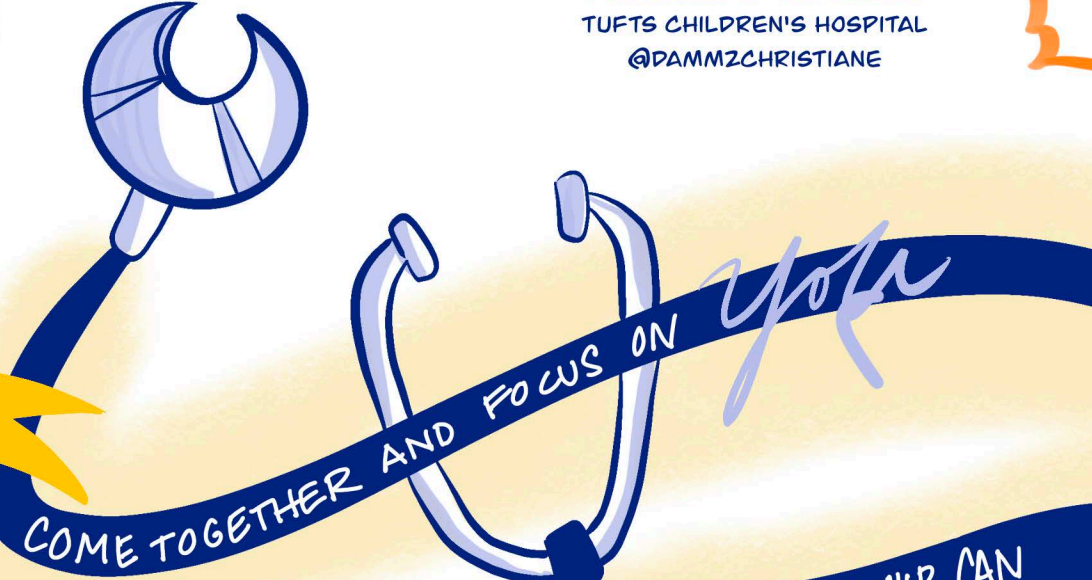


WE NEED TO FOCUS ON THE

WEL PROGRAM

- ▶ PAID PARENTAL LEAVE
- ▶ LOOK AT DEMOGRAPHICS OF BOARD MEMBERS
- ▶ START TRACKING SPEAKER DEMOGRAPHICS & AWARDS

relationships & PEER SUPPORT



A SMALL GROUP CAN CHANGE THE WORLD!

CHANGE STARTS HERE! CAN WE COUNT YOU IN?

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dancing with markers

CTA EQUIP • ADVOCATE • DIVERSIFY!
WE'RE GETTING THERE, BUT WE HAVE A LONG WAY TO GO!



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burnout LEADS TO LOWER QUALITY CARE
REPRESENTS SUFFERING OF THOSE WHOSE JOB IS TO RELIEVE SUFFERING

THANK YOU FOR BEING MY NURSE

MICROAGGRESSIONS

SOUNDS GOOD, HONEY

WE SPEND MORE TIME WITH PATIENTS
↳ FEWER PATIENTS BUT BETTER OUTCOMES

WATCH OUT FOR IMPLICIT BIAS

- priorities*
- ▶ BUILD COMMUNITY
 - ▶ ADDRESS BARRIERS
 - ▶ TAKE STEPS TOWARDS A FORMAL NETWORK FOR WOMEN IN PEDIATRICS





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INCREASED WORKLOAD

MALE DOMINATED FIELD

WOMEN IN LEADERSHIP ROLES

MATERNITY LEAVE DELAYS PROMOTION AND BOARD CERTIFICATION

PARENTAL LEAVE

EXPECTED TO MAKE UP THE TIME

LACK OF TRANSPARENCY IN THE DATA

GENDER PAY GAP

EQUITABLE BENEFITS

NO NEGOTIATION TRAINING

PIPELINE

AWARDS FOR WOMEN

WOMEN TREATING EACH OTHER POORLY

RESPECT IN THE WORKPLACE

BURNOUT

IMPACT ON FAMILY

SCHEDULE

ELDER CARE

ADVANCE OF PERSONAL TIME

INCREASED WORKLOAD

RESPECT FOR PEDIATRICIANS

IMPROPER TRAINING

EXPLORE CHALLENGES AND BARRIERS

PROTECTED TIME FOR ACADEMIC TIME AND TEACHING

HAVE TO LEAVE TO COMPLETE FELLOWSHIPS

COMPENSATION TO ADDRESS ISSUES

BEING RECOGNIZED WHEN YOU ARE THE DECISION MAKER

SMALL NUMBERS IN SOME SPECIALTIES

NOT ENOUGH SPECIALISTS

NOT ENOUGH G+H TRAINEES GOING IN

SOME SPECIALTIES MAKE LESS

BEHAVIORAL HEALTH

COMPETENCY-BASED TRAINING

PATIENT INTERACTIONS

HELPING ADOLESCENTS BECOME MORE INDEPENDENT

MAKING CHILDREN'S LIVES BETTER

MAKING ARTHRITIS BETTER

KEEPING PATIENTS OFF DIALYSIS

NETWORKING CIRCLES

WHAT DO YOU FIND REWARDING ABOUT YOUR WORK?

BEING A COMFORT TO FAMILIES

WORKING WITH FAMILIES WITH CHILDREN WITH SPECIAL NEEDS

FLEXIBLE SCHEDULING

ANONYMOUS HOTLINE

MINIMUM PAID LEAVE

WORKFORCE DATA BY SPECIALTY

MENTORING & CHAMPIONS

SENIOR LEADERS MODELING BEHAVIORS

LEADERSHIP DEVELOPMENT

PROMOTE OPPORTUNITIES (i.e. WEL PROGRAM)

TRIGGER AN EQUITY REVIEW ANY TIME

SHIFT CULTURAL NORMS

SUPPORT GROUPS

BOARD REPRESENTATION

AAP SHARE "BEST PRACTICES" ("US NEWS & WORLD REPORT")

FLEXIBLE PROMOTION TRACKS

ADDRESSING CHALLENGES

TAKING LEAVE

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FIX
Peds

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BE AN UPSTANDER
NOT A BYSTANDER

~~MAN-EIS~~

TENURE CLOCK
EXTENSIONS

DOCUMENT IN YOUR C/V
COVID UNIT
NON-TRADITIONAL



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FORMER CHIEF MEDICAL OFFICER
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YOU HAVE THE COURAGE & HEART

YOU ARE MORE THAN
enough!

CLEANING THE STICKY FLOOR, SHATTERING THE GLASS CEILING

FIX THE
SYSTEM
NOT THE WOMEN

FIND OUT WHAT THEY
CARE ABOUT & MAKE
THE CASE!

IT WILL
MAKE YOU A
BETTER
leader!

WE ARE PRACTICING
WITHOUT LOOKING AT THE PATIENTS
(WOMEN WEREN'T INCLUDED IN STUDIES)

WOMEN PROVIDE
EXCEPTIONAL
PATIENT CARE

WOMEN IN MEDICINE
GET THINGS DONE

"3RD SHIFT" =
EQUITY WORK

"4TH SHIFT" =
RESEARCH/INVISIBLE WORK

THE PROFESSION OF
MEDICINE SHOULD INTENTIONALLY
ADDRESS WOMEN'S ISSUES.

"THERE IS A SPECIAL PLACE
IN HELL FOR WOMEN WHO
DON'T HELP OTHER WOMEN."
- M. ALBRIGHT



WE ARE PROGRAMMED,
ARE WE PERPETUATING THE
STEREOTYPES?



WOMEN WORK 2x AS
HARD BUT DON'T GET
RECOGNITION

NOT
RECOGNIZED!

CREATIVE
SPONSORSHIPS

LEAD PANELS, MODERATE, SPEAK

EQUITY
LEADERSHIP
WELLNESS

WILL THIS HELP
HER OR
HINDER

WE NEED ALLIES!

THINK YOU
HAVE TO
SUFFER HOW
THEY DID

FIND A WAY
TO HELP
THEM!

keynote

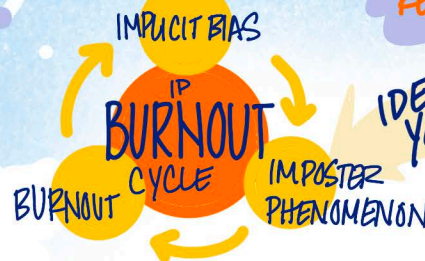


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WE INTRODUCE WOMEN
BY FIRST NAME, RATHER
THAN TITLE.

DR. MANN | JAMIE



IDENTIFY
YOUR OWN

ANNUAL
REVIEWS W/
STANDARD
QUESTIONS

IDENTIFY
YOUR OWN
BIAS!



SHE HELPED ME
PREPARE!

SPONSOR MEN
FOR COMMITTEES

WE NEED MEN
ON COMMITTEES WITH US!

ALLIES & ACCOMPLICES!
#HEFORSHE
#ALL OF US

INCLUDE SOCIAL MEDIA
SCHOLARSHIP IN C/V!

#TWEETORIAL

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MALE ALLYSHIP

- NO "MANELS"
- EQUITY IN SPEAKERS
- INCLUDE MEN IN THE PROCESS

EDUCATION/ TRAINING

- HEALTH ADMIN
- COLLABORATION IN → LAW SCHOOL NON-MEDICAL
- ALLY EDUCATION
- DISNEY CUSTOMER SERVICE
- WIM LEADERSHIP COURSE
- FINANCIAL LITERACY
- NEGOTIATION
- ADVOCATING FOR SELF
- WOMEN IN LEADERSHIP ROLES

ACTION PLANNING

GENDER EQUITY IN PROMOTION OFFICES

PAY GAP

HIRING & PROMOTION

REFRESHING PROMOTION COMMITTEES

NOMINATE OURSELVES

COMPENSATION FOR "INVISIBLE" ACTIVITIES

BOARD SUPPORT

SUPPORT FROM BOARD LEVEL/ C-SUITE (DEPARTMENT CHAIRS)

VISIBILITY/ SPONSORSHIP

ACCESSING OPPORTUNITIES ONLINE

SPEAKERSHIPS

PROGRAMS YOU'VE SEEN

- "WOMEN RISING" (1 HR EVENING)
- WEL
- ELAM
- NATIONAL CENTER FOR FACULTY DEVELOPMENT AND DIVERSITY
- ADVOCATES IN THE FIELD
- AAMC
- UAB DASHBOARD
- FACULTY DIVERSITY.ORG
- DREXEL UNIVERSITY
- VIRTUAL OPTIONS FOR CONFERENCES/EVENTS
- INSTITUTIONAL SUPPORT IN DEVELOPING CV/PORTFOLIO
- UNIV. OF MICHIGAN
- HARVARD
- CORNELL
- MENTOR-MENTEE RETREATS
- CUT DOWN ON 7AM MTGS
- SHOULD INCLUDE ELDER CARE
- PARENTAL LEAVE
- MENASWELL
- INSURANCE COVERAGE FOR BREAST PUMPS

FLEXIBLE WORK

EMPATHY-BASED POLICIES

FLEXIBLE WORK

METRICS TO MEASURE PROGRAM SUCCESS AT CLOSING GAPS

METRICS IN LEADERSHIP ROLES

LEADERSHIP SUMMITS WITH MEASURABLE INTERVENTIONS

WOMEN WITH CHILDREN SPONSORED TO GIVE TALKS

NATIONAL TALK W/O TRAVEL

IT WAS EMPOWERING

We need you to join us!

WHAT ARE OUR ACTIONS?

NETWORKING CIRCLES

WE HAVE SIMILAR CHALLENGES

What's possible? LET'S ALL REVIEW!

FUTURE OF FLEXPEDS GROUP

COME TOGETHER AGAIN!

ALPH RESOLUTION IN PAY EQUITY (GET MORE BUY-IN)

MISSION, VISION, VALUES

- SUPPORT FROM AAP?
- IT'S UP TO US! WE CAN LEAD IT

BE A SPACE FOR TRANSPARENCY

- HOW CAN WE DO THIS?

NAVIGATING OUR PLACE IN AAP ← GET CREATIVE!

- UNDERSTANDING THE COSTS
- MEETING AT THE AAP MEETING

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★ = THEME