

# CAEP Women in Emergency Medicine (WEM) Committee Year-End Report (2024–2025)

## Background

The CAEP Women in Emergency Medicine Committee is dedicated to fostering support, mentorship, and networking opportunities for women in the field of emergency medicine. Our mission is to help members find a meaningful balance across all aspects of their lives.

Our overarching goal is to empower women in emergency medicine through representation, mentorship, education, and advocacy.

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## WEM Executive Members

- **Chair:** Dr. Ayesha Zia (Ottawa, ON)
- **Vice Chair:** Dr. Gillian Sheppard (St. John's, NL)

## Additional Executive Members:

- **Social Media Expert:** Dr. Laurence Baril (Quebec City, QC)
- **Resident Representatives:** Dr. Gabriele Jagelaviciute (Toronto, ON) & Dr. Isabella Menchetti (Ottawa, ON)
- **Medical Student Representative:** Samara Reyes (Vancouver, BC)

## Members at Large:

- Dr. Chau Pham (Winnipeg, MB)
  - Dr. Emma McIlveen-Brown (St. John's, NL)
  - Dr. Sheryl Seidman (Toronto, ON)
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## Year in Review

This year was filled with impactful initiatives and meaningful contributions from our committee.

- **Dr. Jill McEwan Award:** We were proud to support the creation and approval of the *Dr. Jill McEwan Award*, which will recognize a female-identifying physician who exemplifies leadership, mentorship, and advocacy for women in EM. The inaugural award—honouring contributions to visibility and leadership in emergency medicine—will be presented at CAEP 2026 and will include return conference travel, two nights' accommodation, complimentary registration, and a commemorative plaque.
- **ICEM 2025 – Montreal:** Our committee curated one of the EDI (Equity, Diversity, Inclusion) tracks focused on Women in Emergency Medicine. We actively participated in multiple well-received sessions:

1. **Marketplace “The X Games”** – Samara Reyes, Drs. Gabriele Jagelaviciute, Ayesha Zia, and Gayle Galetta
  2. **Poster Presentation** – *Gender Differences in Patient Assessment Times for Ambulatory Emergency Patients*
  3. **Oral Presentations:**
    - *Allyship in Medicine* – Drs. Joan Cheng, Gillian Sheppard, and Alim Pardhan
    - *How to Create Your Own WEM Group* – Drs. Sara Gray, Ayesha Zia, and Lindsay McLean
    - *Leadership Panel* – Drs. Gillian Sheppard, Ayesha Zia, Alan Drummond, Blair Bigham, and Judith Tintinalli
    - *Storytelling from Around the World* – Drs. Ayesha Zia, Gillian Sheppard, and Gayle Galetta
- **Publications:**
    1. *“I am the doctor”: Gender bias within the clinical practice of emergency medicine in Canada – A thematic analysis of physician and trainee interviews.* CJEM, April 2024. DOI: 10.1007/s43678-024-00672-w
    2. *Perceptions of Gender Equity in Emergency Medicine in Canada.* CJEM, April 2024. DOI: 10.1007/s43678-024-00665-9

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## Future Goals

Looking ahead, our committee remains committed to advancing the empowerment of women in emergency medicine. Key initiatives for the upcoming year include:

- **Vertical Mentorship Program:** We will continue this successful initiative, pairing medical students and residents with staff physicians—ideally within the same region—to foster in-person mentorship relationships.
- **Fall 2025 Resident Information Panel:** This session will offer medical students the opportunity to engage with EM residents and gain insights into training and career paths in emergency medicine.
- **Strategic Planning:** At our annual meeting, a vibrant brainstorming session yielded key future directions:
  - Deepening our focus on gender equity, particularly addressing the **leadership gap** in EM
  - Developing a **CAEP Lactation Best Practices** document
  - Continuing to build on the strong momentum and community we’ve developed
- **Open Committee Positions:** We are looking for a keen medical student to join our committee and will be posting the Medical Student Representative Position Online.