Leadership 2018 – does gender still matter?

Avital Porter, Head of Step Down ICCU, and The Women’s Heart Clinic, Rabin Medical Centre, Petah Tiqva, and the Tel Aviv University, Israel.
Women Leaders – It’s a very Old story
What Can Women Leaders Learn From Biblical Miriam?

✓ Miriam was the older sister of Moses.
✓ According to the story of the bible, She was born at the peak of oppression when Pharaoh had decreed that “every newborn son would be thrown to the Nile.”
✓ Miriam later led the opposition against Pharaoh himself when she refused his order to kill Hebrews’ newborn sons.

✓ In fact, she was the very first person to oppose Pharaoh, thereby starting the Hebrew slaves’ revolution.

Miriam is one of the first examples of a natural women leaders mentioned in the Bible.
“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

-- John Quincy Adams
Let’s look at the numbers
Women in senior management positions

Percentage of women in senior management positions globally (2004-2016)*

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>19%</td>
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<tr>
<td>2005</td>
<td></td>
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<tr>
<td>2006</td>
<td>24%</td>
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<td>2007</td>
<td>24%</td>
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<td>2008</td>
<td>24%</td>
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<td>2009</td>
<td>20%</td>
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<tr>
<td>2010</td>
<td>21%</td>
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<tr>
<td>2011</td>
<td>24%</td>
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<td>2012</td>
<td>24%</td>
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<td>2013</td>
<td>24%</td>
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<td>2014</td>
<td>22%</td>
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<tr>
<td>2015</td>
<td>24%</td>
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<tr>
<td>2016</td>
<td>24%</td>
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</tbody>
</table>


* Data not available by Grant Thornton for every consecutive year
The Medical field

“I’m not a lady. I’m a doctor.”
~Dr. Mike
From the beginning: the gender leadership gap

Fig. 1 Gender breakdown of medical students, doctors, and specialists in Germany, Sweden, England, and Austria, 2014 (or nearest OECD [15], Statistisches Bundesamt [34], Bundesärztekammer [35], Socialstyrelsen [36], Medical Schools Council [37], General Medical Österreichische Ärztekammer, and Statistik Austria [39].
The Gap only grows

![Chart showing gender distribution among full professors and senior doctors at various academic health centers.](chart.png)

Fig. 2: Gender breakdown of full professors and senior doctors at Charité, Karolinska Institutet, Oxford, and Vienna academic health centres, 2015.

Source: own calculations based on information from HR/equal opportunity officers, documents, and reports. Note: the category of senior doctors serves as a proxy for a rough comparison, as there are no equivalent positions in the four centres/countries; at Charité ("Oberärztinnen und Ärzte") and Karolinska Hospital ("lärkärene"), a comparable category of an appointed position of doctors with leadership and usually also some management responsibilities is available, while this category (consultants) is different and based on a job position at the Oxford University Hospitals National Health Service Trust; data for Vienna are not available.
Women were significantly underrepresented among chairs for all specialties (ratios 0.60 or less, P<.02)
What about Cardiology?
2017: only 15 – 20 percent of cardiology fellows are women

Circ Cardiovasc Qual Outcomes. 2014;7:188-190
J Am Coll Cardiol 2017;70: 1525–9

What has changed?

2018 - Cardiology – still dominated by men

ACC data show that only 9.8% of Fellows who are U.S. board certified in adult cardiovascular disease are women
Sticky floor, glass ceiling, barriers, stereotypes and leadership style

How Men & Women See the Workplace Differently

They go to the same meetings, have the same colleagues, strive for the same promotions. So why are their perspectives—and experiences—so dissimilar?

By Nikki Waller

Additional reporting by: Joann Lublin and Dahlia Bazzaz
Design & Development by: Julia Wolfe
Illustration by: Brian Stauffer
Published Sept. 27, 2006 at 6:12 a.m. ET
Problem of stereotypes

Occupational sex segregation
Overt sexism, discrimination, and harassment

Unconscious biases
Work –Life balance
‘You can’t be a person and a doctor’: the work–life balance of doctors in training

☑ Interviews of 96 trainees and 41 trainers. Trainees comprised UK graduates and International Medical Graduates, across all stages of training in 6 specialties (General Practice, Medicine, Obstetrics and Gynaecology, Psychiatry, Radiology, Surgery)

☑ Postgraduate training was characterised by work–life imbalance

☑ Work–life imbalance was particularly severe for those with children and especially women who faced a lack of less-than-full-time positions and discriminatory attitudes

BMJ Open 2016;6:e013897
SHAM wives

✓ Male interventional cardiologist have SHAM (stay at home mom) wives
✓ What do interventional cardiologist have?
✓ Women career – non linear not a ladder
ACC life survey: 2,313 cardiologists: 964 women (42%) and 1,349 men (58%).

**Changes in the Professional Lives of Cardiologists Over 2 Decades**

### Little/No Change
- **Career Satisfaction**
  - Women are more likely to:
    - Experience discrimination
    - Not have children
    - Require paid/unpaid childcare help
    - Be single

### Significant Change
- Aging workforce
- Practice setting
- Men now balancing career and family; less likely to travel professionally

### Little to No Change Over 2 Decades

<table>
<thead>
<tr>
<th></th>
<th>Career Satisfaction</th>
<th>Experience Discrimination</th>
<th>No Children</th>
<th>Require Childcare Help</th>
<th>Single</th>
</tr>
</thead>
<tbody>
<tr>
<td>1996</td>
<td>92%</td>
<td>71%</td>
<td>37%</td>
<td>28%</td>
<td>19%</td>
</tr>
<tr>
<td>2006</td>
<td>80%</td>
<td>69%</td>
<td>24%</td>
<td>39%</td>
<td>20%</td>
</tr>
<tr>
<td>2015</td>
<td>88%</td>
<td>66%</td>
<td>21%</td>
<td>33%</td>
<td>15%</td>
</tr>
</tbody>
</table>

### Changes Over 2 Decades

<table>
<thead>
<tr>
<th></th>
<th>50 Years of Age and Older</th>
<th>Private Practice</th>
<th>Impede Professional Travel</th>
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<tbody>
<tr>
<td>1996</td>
<td></td>
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<td>2006</td>
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<td>2015</td>
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</tbody>
</table>

Women continue to be less likely to marry and to have children, more likely to require paid or unpaid help with childcare, and more frequently experience discrimination.

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*J Am Coll Cardiol 2017;69:452–62*
Do Male or Female Cardiologists Report Higher Levels of Burnout?

- Male: 41%
- Female: 52%
In 2018, we can see a significant progress of women in cardiovascular medicine.
Barbara Casadei, MD, President-Elect, European Society of Cardiology

Han Yal ing, MD President-Elect, Chinese Society of Cardiology

(Left to Right) Dr. Catherine Kells, Dr. Sarah Clarke, Dr. Mary Norine Walsh, and Prof. Khalida Soomro at the ACC President’s dinner in Barcelona, Spain, in August 2017. Photo credit: Mary Norine Walsh.
AHA  

ESC  

ACC  

Faculties  

Nationwide  

Leadership training  

Personal education and mentorship  

Ministry of health, society
Facebook group- for advancing women doctors in Israel
> 4000 women
The vision: ONE DAY THE ANSWER TO THE QUESTION DOES GENDER MATTER WILL BE SIMPLY

✔ Because of inherent differences, women will always face greater conflict when trying to balance family and career.

✔ We need to embrace the differences between men and women into the cardiology field especially in academy and leadership, work to better understand them, recruit more women into cardiology, and create avenues that allow women to flourish and lead.