

Educational Course: Succeeding as a woman in Psychiatry

September 27th, 2018

WPA, Mexico City

Course Objectives and Intended Learning Outcomes

- [1] To provide an international update on the position of women in psychiatry
- [2] To increase awareness of barriers to success associated with unconscious bias
- [3] To present and highlight institutional and other policies that can improve representation of women in positions of leadership
- [4] To offer basic skills and strategies to empower women for success
- [5] To provide positive female role models
- [6] To stimulate discussion for further action
- [7] To promote networking amongst participants

Programme Outline

8.30-9.00	The Status of women in Psychiatry (Moderator: Sophia Frangou) <ul style="list-style-type: none">• Presentation of data from the US and EU (15 min)• Discussion with participants about the status of women at their institutional and national level in terms of career advancement, gender pay gap, expressions of esteem (publications, grant funding, awards); in addition to sharing their personal perspectives, participants are encouraged to bring along statistical reports or surveys from their home countries
9.00-10.00	Barriers to Gender Equality: Unconscious Bias <ul style="list-style-type: none">• What is Unconscious Bias (10 min) Presentation of the concept and key studies demonstrating its relevance and impact on women's careers• Unconscious bias in action (10 min)-Video presentations Short videos developed by the Society for Neuroscience highlighting examples of unconscious gender bias during recruitment• Self-test of unconscious bias towards women leaders (10 min) Participants will take a self-test developed by the American Association of University Women to assess own bias (personal results will not be shared but will be used for post-workshop self-reflection)• Countermeasures for Unconscious Bias Focus on<ul style="list-style-type: none">○ Institutional Measures○ Writing recommendation letters for women○ Acceptable and Unacceptable Interview Questions
10.00-10.30	Coffee Break
10.30-11.30	Self-empowerment: Be the change you want to see in the world (Moderator: Sophia Frangou) <ul style="list-style-type: none">• Introduction to the 7 key strategies for self-empowerment- (10 min)• Focus on<ul style="list-style-type: none">○ Putting yourself-forward Interactive session: Participants will reflect and discuss strategies for networking and promotion of their work and practice their "elevator pitch"○ Building strong mentor/mentee relationships Interactive Session: Guided discussion and reflection on accessing support

	and optimising interactions with mentors
11.30-12.30	Panel Discussion: Crowd Sourcing for Answers (Moderator: Silvana Galderisi) Four panellists will share their personal perspectives on the status of women in psychiatry followed by group discussion on moving forward; The panellists would be present throughout the course and would have also contributed to the interactive discussions in the preceding sessions