



Federation of Medical
Women of Canada

Fédération des femmes
médecins du Canada

Summer
2019

The

Voice

of Women in Medicine



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AGM update
and see you
in Ottawa



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to Members!



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Get involved!



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President's Update



This has been a busy year for us. Our advocacy groups are stronger than ever as we continue to advocate, grow, explore new horizons and partners and redefine ourselves.

We had a successful Second Annual HPV Awareness Week - **#CANADAvsHPV** with a kick off on Parliament Hill on October 1, 2018 and student events at University of Toronto and University of British Columbia. Our Women's Cardiovascular and Cerebrovascular Health group, lead by

Dr. Shahin Jaffer, hosted many events in February in Toronto and Vancouver to increase awareness of women's cardiac health. Our Women, Peace and Security Committee, lead by Dr. Nahid Azad, has appealed to medical schools to improve abortion training for doctors. They have championed women's reproductive rights by writing several articles on [our blog](#). They have also supported [Canadian Doctors for Protection](#)

[from Guns](#). One of our members, Dr. Barbara Kane, was a witness to the [Senate Standing Committee on National Security and Defence](#).

Dr. Anne Niec and I met with Dr. Harriet MacMillan, founding director of the [VEGA Project](#); a national organization which provides education and resources to health professionals to help stop the circle of intimate partner violence and family violence. We





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will be partnering with the VEGA Project and in January we formed another advocacy committee on [Gender Based Violence and Family Violence](#). We are thrilled that Dr. MacMillan will be providing a workshop at our AGM in Ottawa this September.

We continue to focus on promotion of gender equity in medicine. Dr. Bev Johnson along with Dr. Gigi Osler of the CMA held a web-based panel discussion in February to get the conversation going. I met with the Canadian Federation of Medical Students in April to speak about gender in medical leadership. Our organization, along with MWIA, CMA, Joule, and Women in Global Health held a side event on Empowering Women Physician Leaders at the [Women Deliver Conference](#) held in Vancouver this past June.

Thanks to Dr. Charissa Patricelli and Dr. Bev Johnson we had our first

student essay contest on gender equity and diversity. We received amazing heartwarming and some heart wrenching stories from our students. In the following pages, you'll hear from our winner, Darby Little of University of Toronto. The essays received were fantastic and prove once again that as women physicians we have the power and ability to influence, educate and inspire – hopefully to the point that sexual harassment in medicine is no longer tolerated.

We are excited that our mentorship program has

been re-instated with a lot of help from our National Executive Coordinator, Kalin McCluskey, and Dr. Brittany Dyer. We thank those of you who are serving as mentors, for your willingness to be a part of this program which is such a vital part of who we are here at the FMWC.

I thank our National Student Reps for their hard work and enthusiasm. Students continue to bring new life and ideas into our organization as evidenced by two new awards suggested by students: [The Wellness Challenge](#)





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showing members from across the country doing what they love most. And our new Student Branch Award which will recognize the work and initiatives of a Student Branch.

As I write this message, we are preparing for the Centennial Congress of our Mother organization, MWIA, in New York City. This Congress will bring together delegates from 95 countries to hear fabulous keynote presentations and share experiences about gender-based violence, cervical cancer, leadership, and even feature tours of the United Nations. A special congratulations to Dr. Vivien Brown from Toronto who will be inaugurated as MWIA North American Vice President. And of course, it's a bitter sweet meeting as Dr. Shelley Ross from Vancouver will be retiring as Secretary General, a role which she has filled for the past twelve years, following years of service on the MWIA Executive,

including as President. We hope to see as many of you as possible in New York, and look forward to bringing back inspiration and lessons learned.

Our own Annual General Meeting and Educational Assembly will be held in Ottawa from September 20–22, 2019 with the theme of The Future of Women in Medicine & Healthcare: Our Aptitude and Our Influence. Under the direction of President-Elect, Dr. Clover Hemans, this program is sure to thrill and excite. We have details in the following pages, but along with a line up of

fantastic speakers, our AGM this year includes a special screening of [The Gender Lady: The Fabulous Dr. May Cohen](#).

This screening will be followed by a panel discussion with the Gender Lady herself!

I know that across Canada there are so many members doing remarkable things that we do not always have the opportunity to hear about. Please let us know what is happening in your life or community; or even better: write a blog or newsletter article to share. We want to continue to be YOUR voice!

Hoping to see every one in Ottawa in September!

Sincerely,

Dr. Kathee Andrews,
MD, MCFP, NCMP
President, FMWC





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An invitation from your President-Elect



Dear Colleagues,

As chair of the AGM and Educational Assembly planning committee, I would like to personally invite you to the 96th Federation of Medical Women of Canada's AGM and National Conference in our nation's capital,

at the new Ottawa Art Gallery! The theme for this year is: **The Future of Women in Medicine and Healthcare—Our Aptitude and Our Influence.**

Women are a force to be reckoned with. We have the intelligence, drive and aptitude to catalyze momentous change. This year, our conference kicks off with the powerful message by Dr. Ivy Bourgeault, that "Gender. Always. Matters". Our outstanding presenters will address how to implode barriers, identify the strengths, expertise and collective wisdom that we do indeed have, as we

collaborate with women from medicine, science and social science.

We will meet and learn with trail blazing power houses. Dr. May Cohen, beloved Canadian and international icon will be part of the panel discussion on gender, equity and health following the special screening of the documentary film, [The Gender Lady, The Fabulous May Cohen.](#) Dr Lisa Calder and a public educator from the Ottawa Rape Crisis Centre will teach us about women's health, safety, research and gender. Top research abstracts





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from leading trainees will be presented in a fast moving, competitive format. Our closing plenary will excite and inspire with stimulating and thought-provoking discourse from Drs. Angel Foster and Danielle Martin.

Pre-conference Workshops will enlighten us by Dr. Harriet MacMillian speaking on the [VEGA Project](#) (providing healthcare providers with the tools to help victims of abuse) and Adele Tevlin, who

will explore "Closing the Gender Gap" through confidence and resilience training".

Our Saturday Night Social will celebrate and recognize women leaders of distinction, along with food, fun and dancing in the Byward Market.

This year's meeting promises scholarship, inspiration, collaboration and jubilation for everyone—women and allies—at every stage of their career.

So please join us in Ottawa where together we will demonstrate that the "magnitude of our aptitude is the force to influence our future".

Warmly,

Clover Hemans,
President-Elect,
Federation of Medical
Women of Canada



"When I was a medical student at McMaster University, I was introduced to the Federation of Medical Women of Canada by Dr. May Cohen.

I was taken aback by the warm welcome we received and the support for us 'lowly' (as we saw ourselves) medical students by the inspirational and successful women present. Over the years I have had the pleasure of attending wonderful educational events that helped me grow both personally and professionally and to network with other like-minded women in my medical community. It is a gift I felt very strongly about passing on to the next generation of medical women. As I see the passion and keen intelligence in these young Women, I know that the profession will continue to be in good hands, and that the Federation will continue to grow."

*Dr. Claudia Hubbes, MD, FCFP
Proud sponsor of 5 medical students for FMWC, Family
Physician at the Rosemount FHO Assistant Professor,
Dept of Family medicine at the University of Ottawa.*

Visit our website for more testimonials!



Federation of Medical
Women of Canada

Fédération des femmes
médecins du Canada

The Future of Women in Medicine & Healthcare:

Our Aptitude and Our Influence

Ottawa Art Gallery
September 20 – 22, 2019

DRAFT CONFERENCE AT A GLANCE

FRIDAY, SEPTEMBER 20 | Ottawa Art Gallery

8:30 – 12:00	2018-19 Annual Board Meeting (Directors only)	OAG Boardroom
12:00 – 13:00	Registration	Sky Lounge
12:00 – 13:00	Sponsored Lunch and Learn Seminar	Alma Duncan
	Pre-Conference Workshops - (Separate registration required)	Alma Duncan
13:00 – 14:30	Dr. Harriet MacMillan – <i>Recognizing and Responding Safely to Family Violence</i>	
15:00 – 16:30	Adele Tevlin of Adele Wellness – <i>Closing the Gender Gap through Confidence & Resilience Training</i>	
16:30 – 17:00	Past-President's Council	OAG Boardroom
17:00 – 18:00	Meet and Greet for Trainees [SOCIAL]	TBD
	Cocktail Reception & Conference Welcome	Alma Duncan
18:30 – 20:00	(Open to all attendees – hors d'oeuvres & drinks provided)	

SATURDAY, SEPTEMBER 21 | Ottawa Art Gallery

6:30 – 7:00	Registration & Breakfast	Sky Lounge
7:00 – 8:00	Breakfast Symposium	Alma Duncan
8:00 – 9:10	Annual General Meeting	Alma Duncan
9:10 – 9:20	Opening Remarks	
	Opening Plenary	
9:20 – 10:05	Dr. Ivy Bourgeault – <i>Gender. Always. Matters.</i>	
10:05 – 10:45	Nutrition Break – Student and Resident Posters & Visit our Sponsors	Sky Lounge
	Plenary 1 – Our Aptitude	Alma Duncan
10:45 – 11:25	Dr. Lisa Calder – <i>Future of Women in Medicine and Healthcare: Buckle Up and Put on your Shades</i>	
11:25 – 12:05	Stay Tuned!	
12:05 – 13:30	Luncheon	Alma Duncan
	Documentary Screening “The Gender Lady” and Q&A Session with Documentarians	Alma Duncan
13:30 – 14:30	Dr. Barbara Lent and Dr. Cheryl Leviitt	
14:30 – 15:15	Nutrition Break – Student & Resident Posters & Visit our Sponsors	Sky Lounge
15:15 – 16:30	Gender and Health Q&A Panel Feat. Dr. May Cohen	Alma Duncan
	<i>Additional panellists to be announced soon!</i>	
18:30 – 21:30	Saturday Night Social	Jackson
	Join us for a fabulous night of recognizing women physician leaders, fun, food, and dancing in the Byward Market (Separate Registration Required)	

SUNDAY, SEPTEMBER 22 | Ottawa Art Gallery

7:00 – 7:30	Registration	Sky Lounge
7:30 – 8:30	Breakfast Symposium	Alma Duncan
8:30 – 9:00	Top Student & Resident Abstract Research Presentations	Alma Duncan
	Plenary 2 – Our Influence	Alma Duncan
9:00 – 9:40	Dr. Ally Crockford – <i>Supporting those facing Sexual Violence</i>	
9:40 – 10:10	Nutrition Break – Student & Resident Posters & Visit our Sponsors	Sky Lounge
	Closing Plenary – Our Influence	Alma Duncan
10:10 – 10:50	Dr. Angel Foster – <i>Abortion, politics, and the pill that promised to change everything: The global journey of mifepristone</i>	
10:50 – 11:30	Dr. Danielle Martin – <i>The Future of Medicine: How Women Physicians Can Help Lead the Revolution</i>	
11:30 – 11:45	Closing Remarks	Alma Duncan
12:00 – 13:15	2019-2020 Board of Directors Meeting (Directors only – lunch provided)	OAG Boardroom

REGISTER TODAY AT
fmwc.ca/2019-agm/

Federation of Medical Women of Canada ANNUAL GENERAL MEETING

2019



NETWORKING



ENGAGING TALKS



CELEBRATING LEADERS



COMMUNITY

Join us for all this **AND MORE**
at the 2019 FMWC AGM

THE FUTURE OF WOMEN IN MEDICINE & HEALTHCARE: OUR APTITUDE & OUR INFLUENCE

The FMWC's AGM is a once a year opportunity to highlight the talents, aptitude and collaborative power of women allied in medicine and healthcare. Clinicians, scientists, social scientists and compassionate healers achieve more, together! This conference is a weekend of stimulating educational discussions and networking among women in health care from across the country and disciplines!

September 20 – 22, 2019
Ottawa Art Gallery

REGISTER NOW AT
www.fmwc.ca/2019-agm/

FMWC PRE-CONFERENCE WORKSHOPS 2019

SESSION I – RECOGNIZING AND RESPONDING SAFELY TO FAMILY VIOLENCE



Dr. Harriet MacMillan
MD, MSc, FRCPC

This session will discuss evidence-based approaches for recognizing and responding safely to three major types of family violence: child maltreatment, intimate partner violence (IPV) and children's exposure to IPV. It will provide an overview of VEGA (Violence, Evidence, Guidance, Action) Education Resources, which have been developed to assist healthcare and social service providers in recognition of and response to family violence. These resources, including national guidance,

online interactive learning modules with videos and games, as well as a handbook, are intended for use by providers from the student/trainee stage to those in practice.

SESSION II – CLOSING THE GENDER GAP THROUGH CONFIDENCE & RESILIENCE TRAINING



Adele Tevlin
Adele Wellness

Adele is a leader in cultivating groundbreaking discussions that lead to the development of viable ways for people to change their behavior and thought patterns. She aims to close the gender gap that exists in executive positions and revolutionize Feminine Leadership, so female leaders can make the difference they are here to make! She does so by building their

confidence, increasing resilience, and up-levelling their leadership by helping them transform their relationship with themselves. In this session, Adele will teach real skills that enhance resiliency and self-efficacy so participants may reach their full potential as leaders – both personally and professionally.

SEPTEMBER 20, 2019

1:00 - 4:30 PM

OTTAWA ART GALLERY

\$ 100.00 CAD

FMWC Student & Resident
Members: FREE

REGISTER TODAY!

Limited space available

Register today:
Online at fmwc.ca or
Call 1-844-215-8455.

**Federation of Medical
Women of Canada**

***The Future of Women in
Medicine & Healthcare:
Our Aptitude & Our Influence***

This is a preconference workshop
for the FMWC's 2019 AGM.



2019 Annual General Meeting, Ottawa ON

THE FUTURE OF WOMEN IN MEDICINE: Our Aptitude and Our Influence

September 20th- 22nd, 2019

CALL FOR MEDICAL STUDENT AND RESIDENT ABSTRACTS

Submission Deadline: **Friday, August 16, 2019 at 11:59pm EST.**

FMWC seeks to be the networking and professional development home for all Canadian women in the medical profession while being the preeminent advocate for women's health across Canada.

The FMWC AGM is attended by women physicians and allied health professionals in all fields of medicine. The presentations include seminars on: leadership, networking, work-life balance, and career transitions. This is an excellent opportunity to showcase your work and network with specialists from across the province and country.

FMWC is now accepting abstracts for the Annual General Meeting in Ottawa, ON. Abstract submission is open to medical students and residents who are current FMWC members (register at: www.fmwc.ca). **Submissions will NOT be considered if the presenter is not a member of the FMWC.** However, registration for the conference can be postponed until after you have received confirmation of acceptance of the abstract for presentation. Please note that it is acceptable for a co-author to present the poster. We encourage poster topics related to sex and gender differences, enriching women physician's leadership, interprofessional collaboration in medicine and women's health issues.

We invite you to submit
your abstracts [here](#).



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Submissions will undergo peer review and selected abstracts will be invited to participate in our poster session (Sunday, September 23rd, 9:40-10:10 AM). The author of the top two abstracts will be awarded an opportunity to give a formal oral presentation at the AGM, which will occur on Sunday, September 22nd from 8:30-9:00 AM.

The abstract limit is 250 words (not including title, authors, and affiliations) and submissions should be formatted using the following headings:

- Background and Objectives
- Methods
- Results and Discussion
- Conclusions

The organizing committee will be selecting the top resident and medical

student abstracts for a prize based on the following criteria:

- Clarity and depth of writing
- Ability of the abstract to stimulate discussion
- Relevance to women's health issues
- Overall impression of the abstract

Please note: by submitting an abstract, you are giving consent for the FMWC to include your abstract in a pamphlet which will be available in print at the AGM and will be posted on the FMWC website.

Questions can be forwarded to [Lauren Kan](#)

Organizers: Danusha Jebanesan - National Resident Representative; Lauren Kan, Dalia Karol, Meera Mahendiran, Lily Park – National Student Representatives.



Ask us how you can sponsor a student. It only costs \$25 to gift a FMWC student membership.



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2019 Award Winners

Congratulations to the
2019 Award Winners!

FMWC HONOURARY MEMBER

This award is presented annually to a person who has rendered outstanding service to one or more of medicine, women's health, and/or women physician's fields.

This year's Honourary member is
Dr. Danielle Martin.

Dr. Danielle Martin is Executive Vice-President and Chief Medical Executive of Women's College Hospital in Toronto and an Associate Professor at the University of Toronto. She is a nationally-known leader in Canada's health system given her blend of policy,

clinical, and academic expertise. She is the author of *Better Now: 6 Big Ideas to Improve the Health of all Canadians*, released in 2017 and is a frequent health contributor at the CBC. Dr. Martin frequently provides her expertise and formal advice to lawmakers both nationally and abroad.

MAY COHEN AWARD

The May Cohen Award is presented annually to the FMWC Full Member that best personifies the legacy of Dr. May Cohen and her unique ability to transfer the FMWC vision into living action in support of women physicians and women's health.

This award is being presented to **Dr. Anne Niec**

Dr. Anne Niec is a Professor at McMaster University in the



Dr. Danielle Martin



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Department of Pediatrics, and long-time member of the Board of Directors at the Federation of Medical Women of Canada. At McMaster she serves as director of the Child Advocacy and Assessment Program and the Gender and Health Initiative at the Faculty of Health Sciences. With the Federation, Dr. Niec has served as Honourary Secretary, President, and currently chairs the Membership Committee and co-chairs the Gender Based Violence and Family

Violence Committee. Dr. Niec is known for her sound, calm, balanced ideas and expertise and an ability to make everyone from learners to senior doctors feel welcome and included.

MARGARET OWEN-WAITE MEMORIAL FUND

The Margaret Owen-Waite Memorial Fund (MOWMF) provides a \$1,000.00 scholarship to a FMWC practicing physician – full member

or resident – wishing to further her medical education or complete temporary work in an under serviced, rural location or developing country or present an original paper at a medical meeting, with priority given to Medical Women's International Association (MWIA) meetings.

This award is being presented to [Dr. Amy Gausvik](#).

Dr. Amy Gausvik is a rural family physician practicing obstetrics in High River, Alberta and maternal-child health on the Eden Valley First Nation Reserve. She is additionally completing her Masters in Tropical medicine and International Health through the London School of Hygiene and Tropical Medicine to support her ongoing international work in Tanzania and Laos through the University of Calgary.



[Dr. Anne Niec](#)



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STUDENT LEADERSHIP AWARD

The Student Leadership Award is presented annually to recognize the FMWC medical



Ms Lily Park

student member showing the most potential in the realm of leadership.

This award is being presented to [Ms Lily Park](#).

Ms Lily Park is a medical student at the University of Ottawa, Class of 2020. She is an active member of the FMWC and in initiatives at uOttawa including having served as co-president of the uOttawa FMWC Student Branch in 2017, co-leading Ottawa's How's it Going, Dr. Mom? and developed the new FMWC Student Branch Award. She additionally founded Doctors of Ottawa which

promotes physicians stories through videos. Lily is active in a number of other student activities and is being recognized for her commitment to medical student leadership.

Please join us in congratulating Drs. Martin, Niec, Gausvik and Ms Park. They will be honoured by their peers at the Annual Awards Ceremony taking place on Saturday, September 21, 2019 as part of the [FMWC Annual Conference, The Future of Women in Medicine and Healthcare: Our Aptitude and Our Influence](#).



*You are invited to come celebrate our 2019 FMWC award winners at the **Awards and Social Night** on Saturday, September 21, 2019 at the Jackson Café. **Tickets available now!***



CALL FOR NOMINATIONS FOR 2019-2020 FMWC AWARDS

Each year, the Federation of Medical Women of Canada (FMWC) is proud to recognize and honour those individuals who have demonstrated significant accomplishments, exemplary leadership and tireless commitment to women's health issues. We invite you to join us in celebrating the contributions made by your colleagues and fellow professionals.

The deadline for all FMWC award nominations, self- nominations and applications is December 31, 2019. Please note that nominations or self-nominations aren't complete until the National Office receives a copy of the nominee's CV via email at: fmwcmain@fmwc.ca.

Please follow the respective links to learn more about each award and be directed to our quick online nomination/application forms. Where applicable, preference will be given to established members.

HONORARY MEMBER

Awarded to a woman who has exemplified the spirit and mission of the FMWC by making a significant contribution to women's health, medicine, women physicians and/or the FMWC. Candidates need not be a member of the FMWC or of the medical profession.

THE MAY COHEN AWARD

Named in honour of Dr. May Cohen, a former FMWC National President, this award goes to the FMWC member who best personifies Dr. Cohen's ability to put the FMWC vision statement into living action.



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THE ENID JOHNSON MACLEOD AWARD

The Enid Johnson MacLeod Award is given annually in recognition of an FMWC full member seen to contribute the most to women's health.

THE REPRODUCTIVE HEALTH AWARD

The Reproductive Health Award is given annually in recognition of an FMWC member seen to contribute the most to reproductive health.

STUDENT LEADERSHIP AWARD

FMWC sponsors this annual award to recognize the FMWC medical student member showing the most potential in the realm of leadership.

MARGARET OWEN-WAITE MEMORIAL FUND (MOWMF)

FMWC provides a scholarship to a practicing physician wishing to further her medical education, complete temporary work in a rural or developing country, or present an original paper at a medical meeting.



DONATIONS ALWAYS WELCOME

*Interested in supporting FMWC?
To find out how, please visit
us at fmwc.ca*



WE'RE LOOKING FOR COMMITTEE CHAIRS!

*Interested in preventing and
eliminating Cervical Cancer,
or in Education broadly?
Reach out today!*

Physician Retirement: Are You Ready?

A 2018 study found that while many physicians are well-prepared for retirement, a sizeable proportion struggle with financial pressures and feelings of financial uncertainty as retirement approaches.

One of the biggest worries around retirement planning is not having enough money — and wondering whether you'll be able to retire comfortably.

MD Financial Management commissioned a study in 2018 to find out how Canadian physicians are feeling about retirement. The findings are based on survey responses from more than 400 full-time medical specialists and general practitioners, aged 40 and over.

The survey shows that physicians who have a financial plan in place before the age of 50 are more likely to save more and worry less. In fact, there was a significant difference in savings between physicians who had a plan in place before age 50, and those who did not. But, having a concrete financial plan goes beyond having enough money to retire comfortably.

When it came to investments, insurance and estate planning, here's what our survey showed.

Investments: Half of pre-retirement physicians say they look at their investments from time to time. Compared to female physicians, male physicians are more likely to follow their investments closely. Physicians with more than \$2 million in assets are also likely to follow their investments more closely. A financial advisor can help you manage your investments with retirement in mind.

Insurance: Eight in 10 pre-retirement physicians say they have life insurance (80%) and disability

insurance (78%), but only 54% have critical-illness insurance. Before transitioning to retirement, it's especially important to review your insurance coverage and make adjustments as needed.

Estate planning: 70% of physicians surveyed have an up-to-date will, while 60% have a power of attorney. Only 30% have a trust for tax and estate planning. There are many opportunities to optimize your estate plan that will help you leave a larger legacy to your beneficiaries and reduce the stress and costs of settling your estate.

Physician Retirement Readiness

When it comes to feeling ready for retirement, how do you compare with your peers? About a third of physicians say they have a concrete set of plans and goals for retirement. Half of those surveyed say they have a general notion of where they are going but no specific plans. Another 12% haven't given it much thought.

If you're like two-thirds of your peers and you feel less prepared for retirement than you want, here's a quick list of the top things to consider that have helped other physicians who do feel ready for retirement:

1. Make a concrete plan for retirement.
2. Understand where retirement ranks among your financial priorities and save accordingly.
3. Know who will support you emotionally and practically in retirement, if you need it.
4. Know how you will spend your time in retirement.
5. Look beyond investments, and have a plan for emergencies, your estate, and changes to your health and/or mobility.

You can access the complete *MD Physician Retirement Readiness Study* at md.ca

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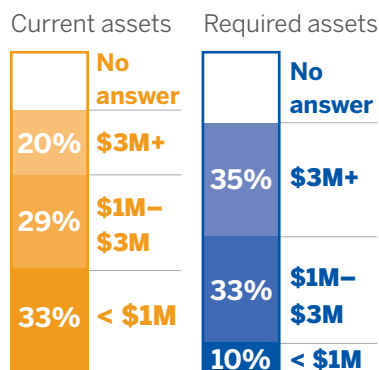
How Canadian physicians are preparing for retirement

5 key findings

1

Most physicians are well prepared for retirement

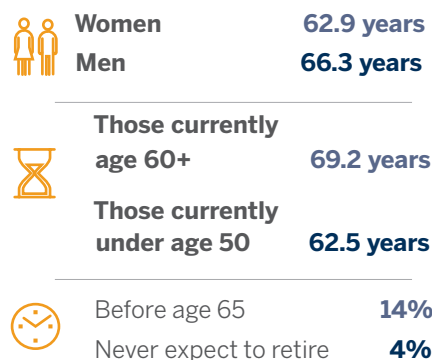
My retirement nest egg



2

Expected retirement age varies widely among physicians

Expected retirement age



3

Many worry that cash flow challenges are hurting their retirement preparations

I worry about unexpected expenses



 64%

I am concerned about making ends meet month-to-month

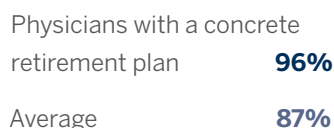


 20%

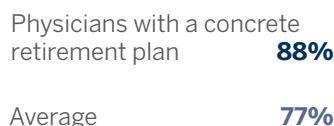
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Thoughtful planning increases retirement confidence

I have a long-term financial plan I'm working toward



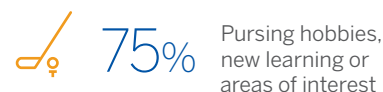
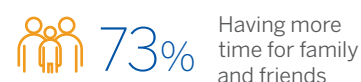
I feel confident in my ability to retire comfortably



5

Most physicians who have a plan see retirement in a positive light

The top things physicians say they're looking forward to about retiring



Contact your MD Advisor* to review your financial plan and ensure you have a clear path to a fulfilling retirement.

Source: Environics Research (2018) MD Physician Retirement Readiness Study | * MD Advisor refers to an MD Management Limited Financial Consultant or Investment Advisor (in Quebec), or an MD Private Investment Counsel Portfolio Manager. The information contained in this document is not intended to offer foreign or domestic taxation, legal, accounting or similar professional advice, nor is it intended to replace the advice of independent tax, accounting or legal professionals. Incorporation guidance is limited to asset allocation and integrating corporate entities into financial plans and wealth strategies. Any tax-related information is applicable to Canadian residents only and is in accordance with current Canadian tax law including judicial and administrative interpretation. The information and strategies presented here may not be suitable for U.S. persons (citizens, residents or green card holders) or non-residents of Canada, or for situations involving such individuals. Employees of the MD Group of Companies are not authorized to make any determination of a client's U.S. status or tax filing obligations, whether foreign or domestic. The MD ExO® service provides financial products and guidance to clients, delivered through the MD Group of Companies (MD Financial Management Inc., MD Management Limited, MD Private Trust Company, MD Life Insurance Company and MD Insurance Agency Limited). For a detailed list of these companies, visit md.ca. MD Financial Management provides financial products and services, the MD Family of Funds and investment counselling services through the MD Group of Companies.



**MD Financial
Management**



GENDER EQUITY AND DIVERSITY STUDENT ESSAY CONTEST WINNER!

LOCKER (OPERATING) ROOM TALK: GENDER EQUITY AND THE MEDICAL STUDENT'S PERSPECTIVE

**By Darby Little,
University of Toronto,
MD Candidate 2021**

Being a medical student shadowing in an operating room is always a challenge. If there is a wrong place to stand, you're probably standing there. If you can be helpful with a task, it takes you ten times longer than anyone else. However, a few months ago, I was shadowing and found the operating room challenging for a different reason. I was the only woman in the room, observing two male residents and a male fellow. I was expecting to be asked questions about

anatomy, so I studied the surgical site preparing myself to answer. Unfortunately, those questions never came. Instead, the young doctors began to talk about the staff surgeons in their specialty. Specifically, they were discussing who was the best-looking female surgeon.

In retrospect, I think what is most concerning about this experience was that I was neither surprised nor offended. This experience fit neatly into the stereotype of surgeons that I had already internalized. I stood there quietly, still wondering if they might ask me questions related to the procedure being performed, even though I had already begun ruling out this specialty, and

surgery in general, as a possible career path for me.

It was months later that I realized that this was just another example of how entrenched gender inequity is in medicine and medical culture. I witnessed "locker room talk" within the confines of a supposedly progressive academic setting and doled out by people who are serving as mentors and role models to future doctors. I found myself in a situation that blatantly indicated that women are not respected in medicine, and especially not in surgery. The residents and fellow I was observing reduced their female staff surgeons to providing value solely through their appearances and not their training, experience, and



abilities. This experience reminded me of how often I am assumed to be a nurse, the times I was introduced to an older male patient with a wink, and how often I am encouraged to pursue “female-friendly” specialties like pediatrics instead of surgery. The frequent gender-based microaggressions had worn me down to the point that I was normalizing, and maybe even expecting, the “locker room talk” I witnessed.

In Canada, women have made up the majority of entering medical school classes since 1995, and in 2016, 58% of first-year medical students in the country were female.¹ Despite this, the gender inequity that exists in medicine begins in medical school. Female medical students are often encouraged to choose “female-friendly” specialties, such as family medicine and pediatrics, and dissuaded from choosing surgical specialties due to their perceived incompatibility with gendered beliefs

of what women seek in career paths, such as family-friendly schedules. These attitudes persist later in residency training and as physicians. Women in medicine do not receive the same recognition as their male colleagues in terms of leadership and salary.^{2,3} These patterns might be reflecting the gendered pathways female medical students are encouraged to pursue, which tend to be lower paid and underappreciated, as are essentially all professions and careers dominated by women.⁴

Perhaps most concerning is a recent study from the United States which found that 50% of female medical students experience sexual harassment during their medical school training.⁵ Though we don’t currently have any published or available data on sexual harassment of medical students in Canada to compare this finding with, it is alarming that at least half of female medical students will be harassed during her medical training. This has

serious consequences not only for female students’ mental health and workplace safety, but also her training and career choices.

When women were fighting to just attend medical school, they required unbelievable resilience as they faced outright rejection and sexism from medical schools. Today, the resiliency of women in medicine is about battling the countless microaggressions that make you feel like you do not belong. It is imperative that the existence of gender-based discrimination and sexual harassment, through an intersectional lens, is acknowledged during medical school and that gender equity and allyship training is required for all students. Male medical students often feel uncomfortable talking about gender equity and may not know how to recognize or respond to harassment of their female colleagues. It is essential to train male medical students in allyship to ensure that



the future generation of male physicians can act as advocates for their female colleagues and set new standards for what is acceptable “operating room talk.”

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MEDICAL WOMEN OF CANADA FOUNDATION

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The Medical Women of Canada Foundation (MWCF) is a separate, arms-length Charity founded by the FMWC committed to the professional, social and personal advancement of women physicians and to the promotion of the well-being of women both in the medical profession and in society at large.

The Foundation administers two awards: the Maude Abbott Scholarship Fund for medical students, and the Maude Abbott Research Fund for practicing physicians. The Maude Abbott Scholarship Fund provides scholarships of up to \$1000 to women medical students, and under certain circumstances, women for post-graduate medical training. The Maude Abbott Research Fund provides grants to women physicians for medical research.

We're pleased to share that the recipient of this year's Maude Abbott Scholarship Fund was Ms Azzra Mangalji of the University of British Columbia. This year's Maude Abbott Research Fund grant was awarded to Dr. Sarah Gower of Elora, ON.

The Foundation is a registered charity that provides tax receipts to all donors to the Maude Abbott Scholarship Fund and the Maude Abbott Research Fund. No contribution is too small in the promotion of women in the medical profession and society at large.

To contribute today please visit fmwc.ca/donate. Thank you for your donations.



Federation of Medical
Women of Canada

Fédération des femmes
médecins du Canada

Ten Reasons to Join!



1. **Networking** – connect with other women in medicine, both locally and nationally.

"I love the FMWC events, they are a ton of fun. Put a group of great women together in a room, add laughter, relaxation, support, throw in an activity...its magic."

Dr. Mamta Gautam (Ottawa, ON)

2. **Mentoring** – learn from the women who blazed trails before you.

"Joining the FMWC was a very important decision I made as a medical student. It has provided me with incredible opportunities to network and find mentorship and support. The role and status of women in medicine has changed dramatically over the generations and I'm very excited to be part of brining women's health and medical education to the forefront."

Dr. Pamela Liao (Toronto, ON)

3. **Advocacy** – participates in national and international women's health care discussions.

"I joined the FMWC over 50 years ago as a medical student. I have been a member since then because it meant being part of the most powerful advocate on behalf of women physicians and an organization passionately committed to promoting women's health".

Dr. May Cohen, 2016 Inductee, Canadian Medical Hall of Fame

4. **Volunteer opportunities on the Board of Directors and Committees** – a chance to develop skills and contribute!

"I feel the FMWC has become a stepping stone in leadership development for women. Many opportunities are provided to practice skills necessary in mobilizing enthusiasm and actions towards effective goals for women's health and status of women."

Dr. Nahid Azad (Ottawa, ON)

5. **Education and expertise** - Obtain the skills necessary to advance your career through local, regional and national conferences, seminars and workshops.

"I became a FMWC member to learn from the inspiring female physicians that have paved the way for the rest of us in the field. We have those pioneers to thank for how much easier it is for us, and I am reminded of that every time I hear one of them speak at an FMWC event. They taught me that it is not only within my grasp, but within my rights to be all that I can be both as a doctor and as a woman."

Dr. Sarah Warden (Toronto, ON)

6. **Participation and support of national women's health initiatives like the annual Cervical Cancer Awareness Week.**

"Our interconnectedness can spread messages quickly and good things happen. Case in point: FMWC's Pap Smear campaign!"

Dr. Caroline Kosmas, (Regina, SK)

7. **Publications** – you receive a subscription to several FMWC publications.

"As female physicians we speak the same language - in a sense of short hand of shared issues that often are gender associated. Life balance and work satisfaction are both critical for success. Being a member of the FMWC has allowed me to tap into a wealth of shared experiences and excellent advice and support."

Dr. Marla Shapiro (Toronto, ON)

8. **International opportunities** – as an FMWC member you are automatically a member of an international network of women physicians called the Medical Women's International Association (MWIA).

"...this is a venue that helps us develop our leadership skills and to be a part of something that can help shape the future of medicine for women and issues relevant to women's health. We also are connected globally to similar organizations."

Dr. Cathy MacLean (Calgary, AB)

9. **Recognition through our annual awards** (May Cohen, Honorary Member, Enid Johnson MacLeod, Reproductive Health and Student Leadership awards) and **financial assistance** for students and physicians through FMWC grants, loans and research funds.

10. **Affinity Program** – enjoy special benefits and discounts from select providers, such as MD Financial Management, Flight Centre, Telus, Dialogue.co and PolyMed Chirurgical.

A **strong** voice
for **women physicians**
and for **women's health**

Questions

Call: 1-844-215-8455 or 613-569-5881

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You can help **PREVENT CERVICAL CANCER** with a vaccine.

HPV causes almost all
cases of **cervical cancer**.¹



Recommend GARDASIL®9

for your female patients 9-45 years of age, and your male patients 9-26.¹

GARDASIL®9 is a vaccine indicated in girls and women 9 through 45 years of age for the prevention of infection caused by the Human Papillomavirus (HPV) types 6, 11, 16, 18, 31, 33, 45, 52 and 58 and the following diseases associated with the HPV types included in the vaccine: cervical, vulvar, and vaginal cancer caused by HPV types 16, 18, 31, 33, 45, 52 and 58; genital warts (condyloma acuminata) caused by HPV types 6 and 11; and the following precancerous or dysplastic lesions caused by HPV types 6, 11, 16, 18, 31, 33, 45, 52 and 58: cervical adenocarcinoma *in situ* (AIS); cervical intraepithelial neoplasia (CIN) grade 2 and grade 3; vulvar intraepithelial neoplasia (VIN) grade 2 and grade 3; vaginal intraepithelial neoplasia (VaIN) grade 2 and grade 3; cervical intraepithelial neoplasia (CIN) grade 1.

GARDASIL®9 is indicated in girls and women 9 through 26 years of age for the prevention of: anal cancer caused by HPV types 16, 18, 31, 33, 45, 52 and 58; anal intraepithelial neoplasia (AIN) grades 1, 2 and 3 caused by HPV types 6, 11, 16, 18, 31, 33, 45, 52 and 58.

GARDASIL®9 is indicated in boys and men 9 through 26 years of age for the prevention of infection caused by HPV types 6, 11, 16, 18, 31, 33, 45, 52 and 58 and the following diseases associated with the HPV types included in the vaccine: anal cancer caused by HPV types 16, 18, 31, 33, 45, 52 and 58; genital warts (condyloma acuminata) caused by HPV types 6 and 11; and anal intraepithelial neoplasia (AIN) grades 1, 2 and 3 caused by HPV types 6, 11, 16, 18, 31, 33, 45, 52 and 58.

Consult the Product Monograph at http://www.merck.ca/static/pdf/GARDASIL_9-PM_E.pdf for contraindications, warnings, precautions, adverse reactions, interactions, dosing and conditions of clinical use. The product monograph is also available by calling us at 1-800-567-2594 or 514-428-8600 or by email at medinfocanada@merck.com.

Reference: 1. Data on file, Merck Canada Inc.: Product Monograph - GARDASIL®9, December 15, 2016.



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VACC-1154586-0006




GARDASIL®9
[Human Papillomavirus
9-valent Vaccine, Recombinant]



MWIA Report

by Dr. Shelley Ross

By the time this newsletter arrives in your mailbox, the Centennial Congress of MWIA will have taken place in New York City on July 25-28, 2019. The last couple of weeks leading up to the congress were filled with hectic last minute preparations for an expected turnout of 1000 members. Keynote speakers like Gloria Steinem will have re-ignited the feminism in all of us. Topics will have ranged from gender equity to #MeToo Medicine to violence against women and sexual harassment in addition to the favourites like women's health, global health and maternal health, among others. Attendees will have enjoyed a special event held for MWIA at the UN Headquarters.

With the finishing of the Centennial Congress comes a new executive

with Dr. Clarissa Fabre, a GP from the UK, as its new president and Dr. Padmini Murthy, a public health physician from the USA, taking over my role as Secretary General. Dr. Vivien Brown, a past Federation president, will be the Vice President for MWIA for North America. The theme of the triennium will focus on the youth, our hope for tomorrow. Sexual and reproductive rights will be highlighted.

It is customary for each triennium to see a regional meeting in each of the eight regions. Plans are already underway for the North American Regional Meeting aboard the Mediterranean cruise in August, 2020. The Northern European Region will have a short cruise from Stockholm to Helsinki and back in May, 2020. October, 2020 will see the Western Pacific Region

in Korea and November, 2020 will see the Central Asia region in India. Details can be found in the MWIA Update. In October this year, the Austrian Medical Women will be celebrating their 100th anniversary and in November, the Belgian Medical Women will celebrate their 25th anniversary, so there are lots of meetings to choose from.

Let me close by saying what a pleasure and a privilege it has been to serve both the Federation and MWIA for so many years. I was President of the Federation in 1984, the year that the MWIA International Congress was held in Vancouver. I became President of MWIA from 2001-2004 and have served as Secretary General since 2007. Thank you to all of you for your ongoing support all these years.



Obituaries

DR. PEGGY ROSS



Dr. Peggy Ross died peacefully at the age of 84 on March 10, 2019 following a courageous 3 year battle against the debilitating effects of a major stroke. She was predeceased in 2009 by her husband of 50 years, Jock. One of only 3 women in her UBC

medical class of 1958, she was a true pioneer and her extensive list of "first woman to..." accomplishments led to her inclusion in "Uppity Women We Are!" by the late Dr. Eileen Cambon, a 100 year history of medical women in British Columbia (1893 - 1993), published in 2008. She enjoyed a long and distinguished career as an anesthesiologist at B.C. Women's Hospital and a clinical associate professor of anesthesia at UBC. Dismayed by the harassment and intimidation existing at the time in the Faculty of Medicine, she vowed to improve the work and study environment and, along with Dr. Judith Hall, was instrumental in the creation of a new position of Associate Dean of Medicine (Equity) for UBC in 1993, a first for any North American medical school. She applied for and was appointed to the newly created role that

she held until her retirement in 2000.

Peggy's ABC's (Attitude, Boundaries and Communication) on how to deal with harassment and intimidation became a well-loved required course for all first year medical and dental students. She assisted and mentored countless people from extremely diverse backgrounds and always strove to do her best to make the world a better place. In March, 2018, she was delighted to be able to attend the 60th anniversary celebrations of her medical school class of 1958 at which a very fitting tribute was given to her trailblazing actions by a young UBC faculty of medicine professor who said "Women like me are in medicine because of women like Dr. Peggy Ross." She leaves behind four children and three grandchildren.



DR. PATRICIA REBBECK

AN OBITUARY BY DR. SHELLEY ROSS

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Dr. Patricia Rebbeck (1934-2017) was active in the Federation for many years, being President of the BC Branch in 1973 and Co-Chair of the Scientific Committee of the MWIA International Congress when it was held in Vancouver in 1984. Her obituary says that hers was a life of firsts, of the best and accomplished kind. Indeed, after graduating from the University of Edinburgh medical school, she did her general surgery residency in BC, and in 1966 graduated as BC's first female in the program, and only the fourth in all of Canada. She became known as the breast cancer surgeon and pioneered the idea of partial mastectomy rather than the disfiguring radical mastectomy, and advocated for screening mammography and ultrasound. Beyond her surgical work, she was the first female on the board of the College of Physicians and Surgeons of BC and became President of the College Board then Deputy Registrar. She was the first woman on the editorial board of the BC Medical Journal, a position she held for 27 years. She was a much loved teacher and mentor and became Professor Emerita at UBC in 2003. Despite all her accomplishments, she never lost her sense of humour, her generous nature and her love of the sea.



CALL FOR NOMINATIONS FMWC 2019-2020 BOARD OF DIRECTORS

The FMWC is looking for members to join the Board of Directors for 2019-2020. All roles will be assigned at the first meeting of the 2019-2020 Board of Directors to be held following the AGM in Ottawa on September 22, 2019. In addition to a general call for directors, the position of President-Elect is also up for election. If you are interested in this position, please contact Dr. Bev Johnson, Past-President via the [National Office](#).

WHO ARE WE LOOKING FOR?

We're looking for a diverse group of women physicians who share the vision and commitment of the FMWC of advancing women physicians professionally, socially, and personally; while also promoting the well-being of women both in the medical profession and society at large. Ideal candidates will have leadership experience and expertise in some of the following areas: Financial Management, Risk Management, Legal/Governance, Non-profit/Public Sector Management, Strategic Planning, Media/PR, Communications, Government Relations.

Directors will serve a term of one year, unless otherwise stated, with eligibility for reappointment for consecutive terms. These positions commence in September 2019.

For more information, please consult the By-Laws of the Federation or reach out to the National Office

WHAT IS EXPECTED OF DIRECTORS?

Directors meet in person twice a year, including at the Interim Board Meeting (typically held in January) and the Annual Board Meeting held prior to the AGM (typically September). Directors are expected to also participate in regular teleconferences.



Summer
2019

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Directors are also expected to be committed to the mission and vision of the FMWC. Additionally, board members should plan to be accessible for personal contact in between board meetings.

APPLY NOW!

The next election for the FMWC Board of Directors will take place at the AGM on Saturday, September 21, 2019 in Ottawa, ON. **The deadline for receipt of nominations/applications is Friday, August 30, 2019 at 4:00pm EST.**

Please complete the FMWC 2019-2020 Board Nomination Form and submit to the National Office at fmwcmain@fmwc.ca, with the subject line "Board of Directors Nomination 2018-2019." Or print off the form and mail it to the National Office at the following address:

FMWC Attn: Nominating Committee
1021 Thomas Spratt Place
Ottawa, ON
K1G 5L5

We look forward to receiving your nomination or application!



UPCOMING EVENTS

2019

September 20-21, 2019 — Ottawa, ON

FMWC Annual General Meeting
& Educational Sessions

October 1 – 7, 2019

HPV Prevention Week

October 5 & 6, 2019

Calgary Branch Retreat

October 21 – 25, 2019

National Cervical Cancer
Awareness Week

2020

August 17, 2020 – August 28, 2020

FMWIA North American Regional
Meeting – 2020 Mediterranean Cruise



Summer
2019

Board of Directors 2018-2019

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Dr. Kathee Andrews

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Dr. Beverly Johnson

President Elect

Dr. Clover Hemans

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Dr. Susan Wilkinson

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National Student Representative

Lauren Kan, Dalia Karol,
Meera Mahendiran, Lily Park

MWIA National Coordinator

Dr. Vivien Brown

FMWC Member At Large

Dr. Sylvie Caissie

REGIONAL REPRESENTATIVES

Region I – British Columbia & Yukon

Dr. Shahin Jaffer

Region II – Alberta, NWT, Saskatchewan, Manitoba & Nunavut

Dr. Setorme Tsikata

Region III – Ontario, Québec

VACANT

Region IV –Atlantic Provinces (NB, NS, PEI, NL & Labrador)

VACANT

COMMITTEE CHAIRS

Chair of Communications

Dr. Charissa Patricelli

Chair of Awards

Dr. Penny Thompson

Chair of Membership

Dr. Anne Niec

Chair of HPV

Dr. Vivien Brown

Chair of PAP

VACANT

Chair of Women's Cardiac and Cerebrovascular Health

Dr. Shahin Jaffer

Chair of Women, Peace and Security

Dr. Nahid Azad