Why are we doing this campaign?

The pandemic has contributed to an unprecedented exodus of women from the medical workforce. Since women make up the majority of healthcare workers, this shift will have a significant impact on patient care and the advancement of medical research. Even before the pandemic, women were leaving medicine due to many factors that make the healthcare workplace inhospitable to them. The Give Her A Reason To Stay In Healthcare campaign is focused on decreasing the exodus of women from medicine and ensuring that patients receive the best possible care.

What is the campaign?

Every year, the course Career Advancement and Leadership Skills for Women in Healthcare launches a new strategic initiative aimed at supporting women in healthcare. Once again, the American Medical Women's Association (AMWA) and the Executive Leadership in Academic Medicine (ELAM) program are joining in this campaign. This year's Give Her A Reason To Stay In Healthcare campaign is a call to action for businesses, organizations, healthcare institutions, and individuals to find and act on specific ways to support women in medicine at this critical time.

What can businesses and other organizations do?

A strong healthcare system benefits everyone. We are excited to challenge presidents, CEOs and other business leaders to find bold and creative ways in which their companies or organizations can be part of the solution.

Our Challenge: join us in the Give Her A Reason To Stay In Healthcare campaign and show how innovative your company or organization is by taking specific actions now to support women in medicine.

What can employers do?

- Pay her fairly
- Promote her now
- Give her a grant or other funds to support her work
- Sponsor her for a specific career opportunity
- Ensure she has appropriate time off to care for herself and her loved ones
- Offer childcare
- Provide a safe and harassment-free workplace

What can colleagues, patients, and other individuals do?

- Nominate her for an award
- Invite her to be a co-author or speaker
- Cite and disseminate her research
- Thank her for her commitment to excellent patient care
- Write a positive online review or send a note to her boss
- Find thoughtful ways to tell her the work she does is important

On social media use the hashtags #GiveHerAReasonToStay and #WomenInMedicine to join us, follow along, and spread the word!

Cite this document as:

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Did you know?

Compared to their male colleagues, women in medicine:

- Were the majority of front-line health workers during the pandemic and had higher rates of COVID-19 infection
- Are not paid or promoted equitably and report high rates of sexual harassment at work
- Are encouraged to take on “citizenship” duties at work and are “voluntold” to serve on committees and engage in other unpaid work
- Continue to have more responsibilities at home for childcare and elder care

77% WOMEN 23% MEN

Healthcare and long-term care workers who have direct contact with patients

35 YEARS
Number of years with no progress for women in promotion to associate professor and full professor at US medical schools

25 YEARS
Number of years the pandemic has set back women’s progress in the US workforce

7-15 YEARS
Number of years that doctors train after finishing college

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4. The Road to Becoming a Doctor. Association of American Medical Colleges. (2020)