



Ubuntu 2024 Workshop

Title:

When Rural Women Take the Lead

Facilitators:



Dr. Sarah Lesperance (BSchKin, MD, CCFP, FCFP, FRRMS)

Sarah L is a Rural Generalist and Immediate Past President of the Society of Rural Physicians of Canada (SRPC). Her clinical practice spans rural and remote regions of Canada, from Amherst, Nova Scotia to the Arctic, where she provides care in several Inuit communities in Nunavut. She is actively involved in medical education, and has published on topics including resilience among rural family physicians, rural maternity care, and latent TB treatment.



Dr. Sarah Chalmers (BSc(Hons), PGDipEd, MBBS, FRACGP, FACRRM)

Sarah C is a Rural Generalist and Immediate Past President of the Australian College of Rural and Remote Medicine (ACRRM). She is a Medical Superintendent at the Joyce Palmer Health Service on Palm Island in North Queensland Australia, and a board director of the Rural Doctors Association of

Australia. Sarah is the Chair of ACRRM’s Respectful Workplaces Committee, and a member of RDAA’s Female Doctors Group.

Synopsis

It is reasonably well recognised that female leadership styles are different to their male colleagues. This is no different for our Rural and Remote Medical leaders. This presentation aims to explain how and why this occurs, both through review of the current literature, as well as the experiences and opinions of Female Rural Health leaders across Canada and Australia.

Despite female doctors in equal numbers across both our counties, our leadership - including boards, councils, medical superintendents and award winners - are dominated by men. In order to change this, we need to understand the why, to design specific solutions for some in rural medicine to be equally represented in leadership roles.

Dr Sarah Lesperance and Dr Sarah Chalmers have more in common than just being named Princess (It’s true!!). As leaders in their rural and remote organisations they have faced similar challenges and victories during their tenures.

This session isn’t just for young female rural doctors with leadership aspirations. It is for all of us, to understand how to increase our leadership pool to ultimately improve recruitment, resilience and retention of rural doctors in rural and remote communities across Canada, Australia and beyond.

Learning Outcomes

At the end of the workshop participants will be able to:

- Understand factors that influence the leadership styles of rural female medical leaders
- Explore elements that enable rural female physicians to successfully engage in leadership activities
- Consider strategies to support rural female physicians in emerging and established leadership roles
- Apply lessons learned to explore enablers for rural doctors from a diversity of lived experiences to participate in leadership activities

Workshop Outline

- We will be using an online polling tool during the session if possible (menti.com)
- We also have multiple videos we will be playing highlighting rural women leaders during the session

Time	Activities
5 minutes	Welcome comments Ubuntu 2024 Moderator
10 min	Current leadership constructs
10min	Challenges & Enablers of Rural Leadership

10min	Second-Generation Bias
10min	Lessons learned
10min	Advice for future leaders
	Wrap-Up
5 minutes	Closing comments Ubuntu 2024 Moderator