

## WACEP POLICY STATEMENT

### BEST PRACTICES FOR ELIMINATING BARRIERS TO THE ADVANCEMENT OF WOMEN IN EMERGENCY MEDICINE



In agreement with national ACEP and SAEM, the Wisconsin Chapter of the American College of Emergency Physicians (WACEP) is committed to supporting women over the course of their emergency medicine careers and recommends that employers adopt policies and practices that will enable women to have productive and sustained careers. Such policies will enable our specialty to maintain a diverse and talented workforce, thereby strengthening the field as a whole.

- Employers should implement policies and practices aimed at ensuring unbiased recruitment and hiring and parity in advancement and compensation among employees.
- Employers should promote and support networking and mentorship opportunities for their women physicians.
- Employers should strive to implement family-supportive practices that further the professional advancement and retention of employees who have childcare and other dependent care responsibilities.
- Employers should seek to create a culture in which family-supportive policies are visible, easily accessible, and are used without fear of penalty or stigma. This culture should be evident at the time of recruitment.
- Employers should adopt policies to support physicians during significant life events (e.g., pregnancy, childbirth, adoption, major medical illness).
- The needs of pregnant and postpartum women should be supported with flexible scheduling options and adequate lactation facilities.
- The Wisconsin Chapter of the American College of Emergency Physicians believes women should not have to choose between their career and their family and that employers' efforts to recognize and consider all aspects of physicians' lives ultimately furthers a medical career.

## ABOUT WACEP

The Wisconsin Chapter of the American College of Emergency Physicians (WACEP) is one of 53 chapters chartered by the American College of Emergency Physicians (ACEP), and represents over 500 physicians, residents and medical students in the state who specialize in emergency medicine. WACEP supports policy that preserves the integrity and independence of emergency medical practice, and works to advance the emergency medicine profession through advocacy, physician engagement, education and career development.

## CONTACT WACEP

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