
Women in EM Annual Report (2025-2026)

Committee Overview

The CAEP WEM Committee continues to support and advance the professional development, leadership, scholarship, advocacy, mentorship, and representation of women and equity-deserving groups within Emergency Medicine across Canada.

Over the past year, the committee remained actively engaged in national and international academic initiatives, conference programming, advocacy work, scholarship, mentorship, and collaborative educational projects. Committee members contributed significantly to research, publications, presentations, leadership discussions, and innovative educational programming focused on equity, inclusion, workplace culture, parental leave, feedback culture, allyship, leadership development, and gender-based disparities in Emergency Medicine.

The committee continues to serve as a national platform for collaboration, community-building, and advancement of equity-focused initiatives within Canadian Emergency Medicine.

Achievements and Highlights

Academic Scholarship and Research

Committee members contributed to multiple peer-reviewed publications and scholarly projects addressing gender equity, parental leave, authorship equity, diagnostic accuracy, feedback culture, and sex- and gender-based disparities in Emergency Medicine.

Highlights include:

- Publication of *Gender Differences in Patient Assessment Times for Ambulatory Emergency Department Patients* in CJEM
- Publication of the CAEP Position Statement on Pregnancy and Parental Leave: Executive Summary
- Research examining authorship equity within CJEM
- Multiple ultrasound and diagnostic accuracy studies led or co-authored by committee members

- National scholarship related to feedback culture, equity, and physician practice patterns
-

National and International Presentations

Committee members presented extensively at national and international conferences including:

- International Conference on Emergency Medicine (ICEM) 2025
- CAEP National Grand Rounds
- NCER 2026

Presentation themes included:

- Leadership development in Emergency Medicine
- Building Women in EM groups
- Allyship and advocacy
- Gender differences in physician practice patterns
- Feedback culture and professional development
- Point-of-care ultrasound research

Notable presentations:

- Learning to Lead panel discussion at ICEM 2025
 - *Our Top 5 Tips on How to Create Your Own Women in Emergency Medicine Group*
 - *Allyship in Emergency Medicine: Stand Up for What is Right*
-

Educational Innovation and Marketplace Programming

The committee continued to prioritize innovative and interactive educational programming through CAEP and ICEM Marketplace sessions.

Highlights included:

- ICEM 2025 Marketplace Session: *The X Games*
-

- Development of the upcoming CAEP 2026 Marketplace Session: *Policy Pit Crew*

These sessions focused on engagement, systems thinking, workplace culture, equity-informed policy discussions, and collaborative problem-solving.

Advocacy and Community Building

Committee members contributed to advocacy initiatives related to:

- Pregnancy and parental leave
- Women physician leadership
- Allyship and inclusive workplace culture
- Sex- and gender-based disparities in healthcare
- Educational equity and representation

The committee also supported storytelling, mentorship, networking, and community-building initiatives through:

- ICEM 2025 Soundwaves Storytelling Event
 - Women Physician Day programming
 - Equity, Diversity, Inclusion, and Anti-Racism educational workshops
-

Awards and Grant Success

Committee members received recognition through awards, nominations, and competitive grant funding.

Highlights included:

- Dr. Isabella Menchetti receiving the 2026 Ontario Medical Association Resident Achievement Award
 - Dr. Gillian Sheppard's nomination for the Dr. Jill McEwan Award
 - Dr. Ayesha Zia's nomination for the Alan Drummond Advocacy Award
-

- Successful CIHR, Choosing Wisely Canada, and institutional grant funding totaling over \$199,000 supporting sex- and gender-based health research, sustainability initiatives, and educational programming

Impacts and Outcomes

The committee's work continues to contribute to:

- Increased visibility and representation of women leaders in Emergency Medicine
- National conversations surrounding equity, workplace culture, parental leave, and leadership
- Expansion of mentorship and networking opportunities
- Growth of collaborative scholarship and research
- Increased dissemination of sex- and gender-informed Emergency Medicine research
- Development of innovative educational programming and advocacy initiatives

The committee's national and international presence has strengthened CAEP's leadership role in advancing equity and inclusion within Emergency Medicine.

High-Level Indicators of Activity and Impact

During the 2025–2026 year, committee members contributed to:

- Multiple peer-reviewed publications
- Numerous oral and marketplace presentations at national and international conferences
- National educational workshops and grand rounds
- Several funded research grants and scholarly initiatives
- Equity-focused advocacy and leadership initiatives
- Ongoing mentorship, networking, and community-building activities

Committee members maintained strong representation across academic scholarship, clinical leadership, advocacy, education, and research domains.

Looking Ahead: Activities Planned for 2026–2027

The CAEP WEM Committee plans to continue expanding its impact through:

- Continued national advocacy initiatives related to workplace equity and physician wellness
- Development of additional mentorship and networking opportunities
- Completion of ongoing scholarly and research projects
- Advancement of breastfeeding and parental support best practice initiatives in Emergency Medicine
- Delivery of the CAEP 2026 Marketplace session: *Policy Pit Crew*
- Continued collaboration with national and international Emergency Medicine organizations
- Expansion of educational programming focused on leadership, allyship, and inclusive workplace culture

The committee remains committed to fostering a more equitable, inclusive, supportive, and sustainable future for Emergency Medicine in Canada.