



The “LEAD” STATEMENT : Norwich, July 2009

Wonca Working Party on Women and Family Medicine



We, the emerging leaders of the Wonca Working Party on Women and Family Medicine, commit to the mission of this Working Party and to uphold the aims of the Hamilton Equity Recommendations statement, through the four pillars of:

Leadership and mentorship

Education

Advancing family medicine

Development and Careers

We do this in recognition of the women who have pioneered before us and continue to inspire us, and for those women who will follow.

Leadership and Mentorship

We will endeavour to learn from the current leaders and maximise opportunities to be mentored, striving to become leaders and mentors ourselves so that we may ensure the ongoing success of this Working Party, Wonca and family medicine as a whole world-wide. With support for each other we aim to reach a critical mass as role models so as to normalise women leaders in family medicine.

Education

We advocate high quality training for all women doctors practising family medicine worldwide to ensure the best possible standards are achieved for all healthcare systems. We recognise the importance of family medicine education in undergraduate curricula around the world to ensure all doctors are aware of the importance of our discipline. We also encourage all women doctors to commit to life long learning to ensure knowledge and standards in family medicine are maintained and improved over time. Education in family medicine throughout the lifecycle should be in an appropriate style which women find accessible and flexible.

Advancing Family Medicine

We recognise the importance of family medicine as an integral part of improving gender equity and women's health. We support the proposal that every community should have a family doctor. We are advocates for raising the profile of family medicine around the world to our colleagues, peers, emerging doctors and patients, and we champion the unique opportunities that family medicine allows. We endeavour to collaborate with other organisations to provide gender perspective in the advancement of family medicine.

Development and Careers

We affirm the value of the different choices available to women in family medicine including research, clinical and academic work. We support the role of emerging technologies in these areas with the aim to improve access globally to improve knowledge transfer and exchange.

We shall work to foster collegiality among women, in the context of the workplace and the community, building support networks and leadership development opportunities for women family physicians and becoming role models for collaborative practice. We will strive for equity in the availability of flexible working arrangements for women in family medicine, overcoming barriers to achieve satisfying personal and professional lives.

This statement was prepared by the 'Emerging Leaders' of the Wonca Working Party on Women and Family Medicine, and endorsed by all the undersigned at the University of East Anglia, Norwich, United Kingdom.