Women’s leadership forum
Gisela Terwindt, (Chair)(Netherlands)
Anna Ambrosini (Italy)
Rashmi Halker Singh (USA)
Patricia Pozo Rosich (Spain)
Betül Baykan (Turkey)
Rigmor Jensen (Denmark)
Irene de Boer (Netherlands)

Administration
Carol Taylor
Career barrier survey

Women’s leadership forum

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Department of Neurology, LUMC

Gisela Terwindt
Rashmi Halker Singh
Betül Baykan
Anna Ambrosini
Rigmor Jensen
Patricia Pozo Rosich
Goal

To evaluate barriers to a career in the headache field around the world

Collaboration Taken seriously Public speaking Academic career Attention Invited speaker Professional society Salary/funding
Method

• Survey

• Send to
  • Members IHS
  • Associate members IHS
  • Delegates IHC 2019
  • Affiliates/
  national society members
Responders - Workplace

N = 579
Responders - % Female distribution

N = 579

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Responders - Ethnicity

N = 579

- Asian/Pacific Islander
- Black/African American
- Hispanic
- White/Caucasian
- Multiple ethnicities
- Other
Professional recognition

- Collaborative research
  - Age
  - Country
  - Ethnicity
  - Gender
  - None

- Research career not taken seriously
  - Age
  - Country
  - Ethnicity
  - Gender
  - None

- Opportunities academic career
  - Age
  - Country
  - Ethnicity
  - Gender
  - None

- Invited public speaker
  - Age
  - Country
  - Ethnicity
  - Gender
  - None

Percentage responders
Professional recognition - Gender

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Funding

Salary/grant impacted by

- Age – positively
- Age – negatively
- Country – positively
- Country – negatively
- Ethnicity – positively
- Ethnicity – negatively
- Gender – positively
- Gender – negatively
- None

Percentage responders

Female
Male

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Limitations

Selection in responders?

Sexual orientation and disability not taken into account

Limited data on African and Eastern Mediterranean countries
Take Home Message

Women more frequently report career barriers opposed to men

Gender appears to be one of the most important barriers to a career in headache

Country appears to be one of the most important barriers in international societies

Career barriers are identified differently across continents

Under representation non-Caucasian participants and working outside of Europe
Recommendations

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Equal career advancement

IHS

Diversity in committees

Quota?

Hybrid congress

Congress committee

Diversity in speakers invited

Policies inclusive workplace

Hospital/ Centers

Diversity in hiring employees

Identify network opportunities

Clinician/ Scientist

Identify mentors
Perceived barriers to career progression in the headache field: a global web-based cross-sectional survey

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International Headache Society Women’s Leadership Forum

Accepted in Cephalalgia
Future plans:

Publication on Safety on the workplace (manuscript in preparation)

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