



Women in Intensive Care Medicine: Striking the Balance

16 October 2023

Venue: Zoom

Striking the Balance is an event for everyone with an interest in Intensive Care Medicine. This event has an excellent line up of talks covering a wide range of subjects, relating to Diversity and Inclusion. We have speakers on "Neurodiversity and Medicine," "The Aging Intensivist" and "Racism in Medicine". The event will provide an excellent basis to learn and think about some challenging areas which affect our working lives.

Previous Striking the Balance events have had excellent feedback and attendees have benefitted from development of areas not normally covered in educational events.

Striking the Balance

16 October 2023

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| 09:15–09:30 | REGISTRATION | |
| 09:30–10:00 | Welcome and introduction - Equality and Diversity in Medicine | Dr Sarah Marsh |
| 10:00–10:25 | Neurodiversity and Medicine | Dr Mary Doherty |
| 10:25–10:40 | DISCUSSION/ Q&A SESSION | |
| 10:40–11:00 | REFRESHMENT BREAK | |
| 11:00–11:25 | The Aging Intensivist | Dr Chris Thorpe |
| 11:25–11:50 | LGBTQ+ Issues in Critical Care | Dr Luke Flower |
| 11:50–12:05 | DISCUSSION/ Q&A SESSION | |
| 12:05–13:00 | LUNCH BREAK | |
| 13:00–13:25 | Racism in Medicine | Dr Sekina Bakare |
| 13:25–14:50 | "Working class doctors wanted" - Encouraging social diversity in the medical workforce | Dr Gilly Fleming |
| 14:50–15:05 | DISCUSSION/ Q&A SESSION | |
| 15:05–15:20 | REFRESHMENT BREAK | |
| 15:20–15:45 | Competing Protected Characteristics | Scott Millgan |
| 15:45–16:10 | Disability in Anaesthesia and Critical Care: what does this mean to us? | Dr Caroline Bonner |
| 16:10–16:25 | DISCUSSION/Q&A SESSION | |
| 16:30 | CLOSE | |

Speakers and Learning Outcomes

Neurodiversity and Medicine

Learning Outcomes:

By the end of this session, attendees should be able to:

- Understand the neurodiversity paradigm and use the language of neurodiversity.
- Employ a variety of strategies to support neurodivergent colleagues.
- Effectively signpost to peer support and professional input where required.

Speaker:



Dr Mary Doherty

Dr Mary Doherty is an autistic consultant anaesthetist, a parent of two neurodivergent young people and founder of Autistic Doctors International - an organisation dedicated to peer support, advocacy, research, and education.

She is an Honorary Clinical Research Fellow at Brighton and Sussex Medical School, and a PhD Student at London South Bank University. With academic interests including healthcare for autistic people alongside the experiences of autistic doctors and medical students, she provides evidence based autism and neurodiversity training for healthcare professionals.

The Aging Intensivist

Learning Outcomes:

- Delivery of safe care later in your career
- Looking after yourself
- Enjoying your job
- What is not covered: Carefully planning your toilet breaks for maximum ward round efficiency

Speaker:



Dr Chris Thorpe

Consultant in Anaesthetics and ICM, Ysbyty Gwynedd, Bangor

Chris has been a consultant for 26 years. He has recently stepped down from the FICM board, during which time he was the Chair of the Training committee and Chair of the Smaller and

Specialist Units advisory group. Previously he was RA and TPD for Wales, and the UK lead Regional Advisor. He set up and ran the ACCS scheme for Wales, and continues as an an examiner for the FFICM. He believes

strongly in pragmatic, evidence based delivery of ICM and support for all types of units, and all grades (and ages!) of staff.

LGBTQ+ Issues in Critical Care

Learning Outcomes:

- To better understand the specific healthcare needs of LGBTQ+ patients in critical care.
- To learn methods to help improve the experiences of LGBTQ+ patients on your intensive care unit.

Speakers:



Dr Luke Flower

ICM Trainee and Honorary Clinical Research Fellow, Barts and The London NHS Foundation Trust

Dr Luke Flower is an ICM trainee and an Honorary Clinical Research Fellow at The Royal London

Hospital. He is also Co-Chair of the Trainee Research in Intensive Care Network, and a Member of

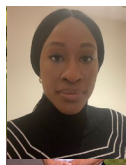
the Association of Anaesthetists Trainee Committee. His research interests include critical illness associated immune dysfunction, point-of-care ultrasound, and LGBTQ+ healthcare. Over the past three years he has worked alongside the Intensive Care Society and the Association of Anaesthetists to try and better the experiences of LGBTQ+ patients in critical care and received the Intensive Care Society's inaugural ICU People Champion Award for his work.

Racism in Medicine

Learning Outcomes:

- Straight Talk Racism in medicine; recognise, acknowledge, and embrace the discomfort it generates and use this as a force for change.
- Anti-racism as the fourth pillar in Equity, Diversity, and Inclusion requiring persistent self-awareness, constant self-criticism, and regular self-examination.
- Understand the importance of distinguishing between the use of race in descriptive statistics, where it plays a vital role in epidemiologic analyses, and in prescriptive clinical guidelines, where it can exacerbate inequities.

Speakers:



Dr Sekina Bakare

ST7 Anaesthetics and Intensive Care Medicine, Northwick Park Hospital

Sekina is currently an Intensive Care Medicine and Anaesthetic Higher trainee at Chelsea and Westminster Hospital. She received her Medical Degree from the University of Bristol with Honors

and underwent Foundation training in the West Country before moving to Northwest London for Specialty Training. She is an elected member of the Trainee Advisory Group of the Intensive Care Society, and sits on the society's Equality, Diversity, and Inclusion (EDI) Working Group. She is also the EDI lead on the Editorial Board for GPCISv3. She is passionate about Equity in Healthcare and Medical Education. Outside of medicine, Sekina can be found busting a move to afro beats with her 5- and 8-year-old sons.

"Working class doctors wanted" - Encouraging social diversity in the medical workforce

Learning Outcomes:

- By the end of the talk, attendees will be able to identify the key factors influencing social mobility in medicine, including financial barriers, educational opportunities, and systemic biases. They will gain insights into the disparities that exist and their implications on creating a diverse and representative healthcare workforce.
- By the end of the talk, participants will be equipped with actionable knowledge about practices that can help bridge the social gap in medicine, which will allow them to identify potential solutions and advocate for systemic changes to promote greater social mobility within the healthcare profession.

Speakers:



Dr Gilly Fleming

Critical Care Consultant, NHS Lothian, Edinburgh

Gilly Fleming is a Consultant in Critical Care in NHS Lothian. She has an interest in medical education and is a member of the FICM Education Subcommittee. Her route to medicine was

through a widening access pathway, and she continues to support a number of organisations which aim to improve social diversity in medicine. Outside of work, she's a diehard American football fan, and recently attended two games within 24 hours, which were held 3,449 miles apart.

Competing Protected Characteristics

Learning Outcomes:

- An understanding of how the Equality Act 2010 applies in the workplace.
- Knowledge of difficulties that can arise when there is a clash between different protected characteristics.

Speakers:



Scott Milligan

Partner, Harper Macleod LLP, Glasgow & Edinburgh

Scott is a Partner in Harper Macleod LLP, with over 15 years' experience of employment law. He is a Law Society of Scotland Accredited Specialist in Employment Law and advises clients on matters arising throughout the whole employment relationship, from recruitment through to termination of employment.

Scott regularly conducts advocacy in Employment Tribunals throughout Scotland, England and Wales for both claimant and respondent.

In addition, Scott regularly delivers seminars and training on employment related matters both in-house and externally to clients.

Scott is a "Recommended Lawyer" in Employment Law by UK legal directory, The Legal 500.

Disability in Anaesthesia and Critical Care: what does this mean to us?

Learning Outcomes:

- How do we define "normal?" What do disability, equity and ableism actually mean?
- How does a positive and proactive approach to disability and inclusion make a difference to the wider workforce?
- Developing an inclusive and equitable environment for the well-being of our patients and staff.

Speakers:



Dr Caroline Bonner

Anaesthetics Core Trainee, Yorkshire and Humber

Dr Caroline Bonner is an Anaesthetic Trainee in West Yorkshire. She is a core committee member of the Disabled Doctor's Network, supporting research and advocacy for doctors with disabilities in the UK. She is a member of a multi-centre research group who were awarded the ASME/GMC Excellent Medical Education Award 2022 for their work in exploring the barriers to career progression for doctors with

disabilities. Her lived experience provides her with a unique insight into disability within Anaesthesia and Critical Care. In the non-medical world, she has extensive experience of advocacy for equality and diversity, internationally, in Para ice hockey.