



WISA Progress report Dec 2022

Dr. Agneta Odera
WiSA Chairperson
3rd Dec 2022

The current landscape

- Below is a summary of a study done highlighting male female comparison of the surgical workforce in the COSECSA member countries



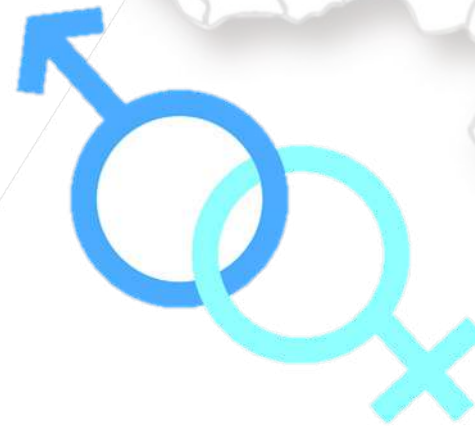
ECSA SURGICAL WORKFORCE STUDY 2021

Gender Sub-group Analysis

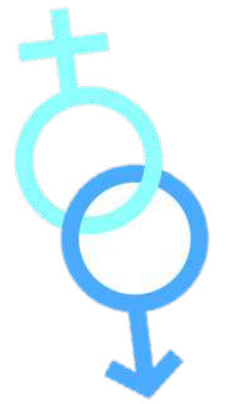
Chihena H. Banda, FCS Plastic Surgery (ECSA)

Department of Surgery, Arthur Davison Children's Hospital, Ndola | ZAMBIA

October
2022

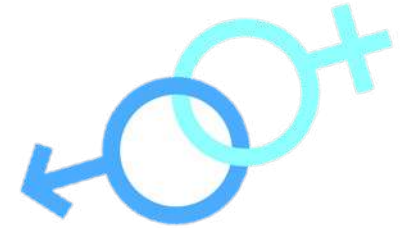


Methodology

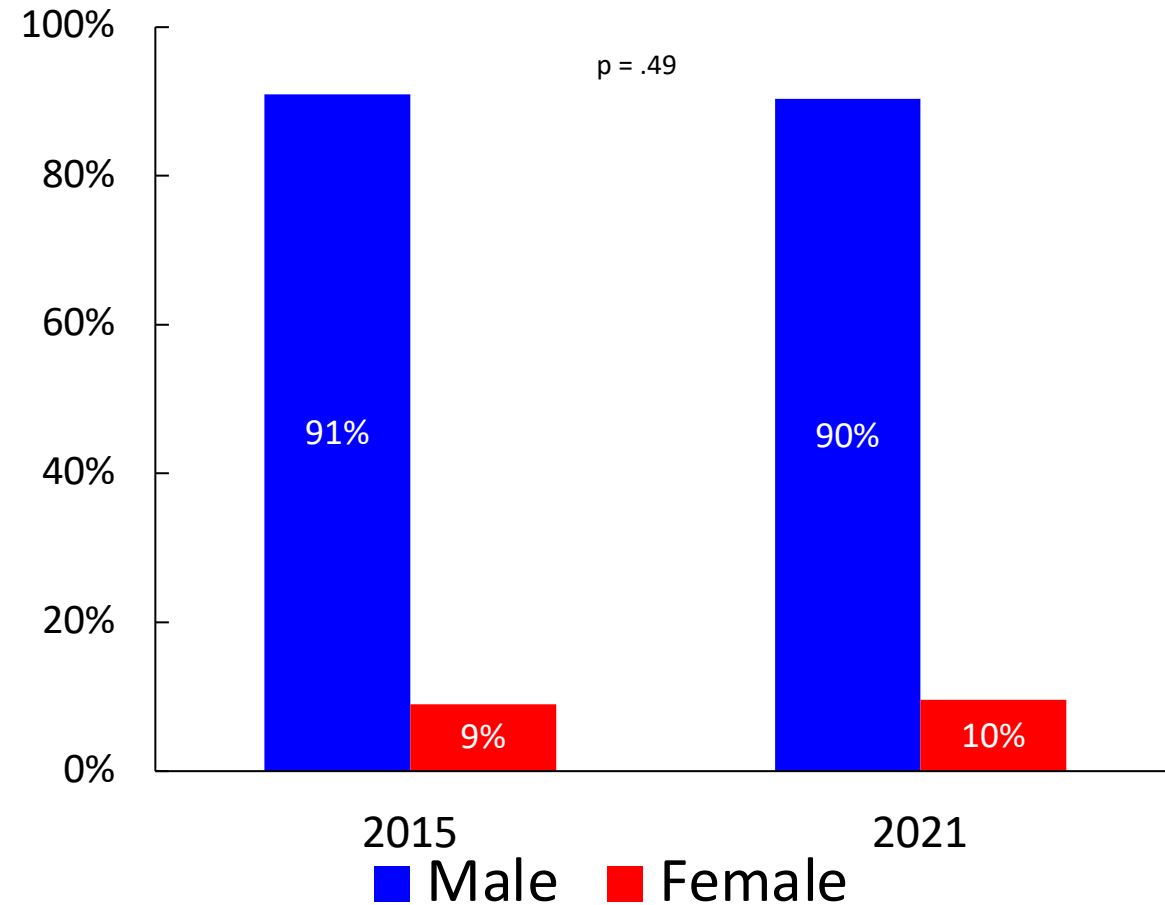


- Inclusion Criteria:
 - **Fully qualified** surgeons in 14 ECSA countries
 - Validation by at least **2** sources
 - COSECA Database
 - University graduation lists
 - National medical council
 - National surgical society
 - National Surgical, Obstetric and Anaesthesia Plans (NSOAPs)
 - Surgical journals
 - Direct contact
 - Others (COSECSA and COSECSA partner event and training course participant records, Social media, LinkedIn)
- Ethical Approval
 - COSECSA IRB
 - RCSI IRB ID: 212573743

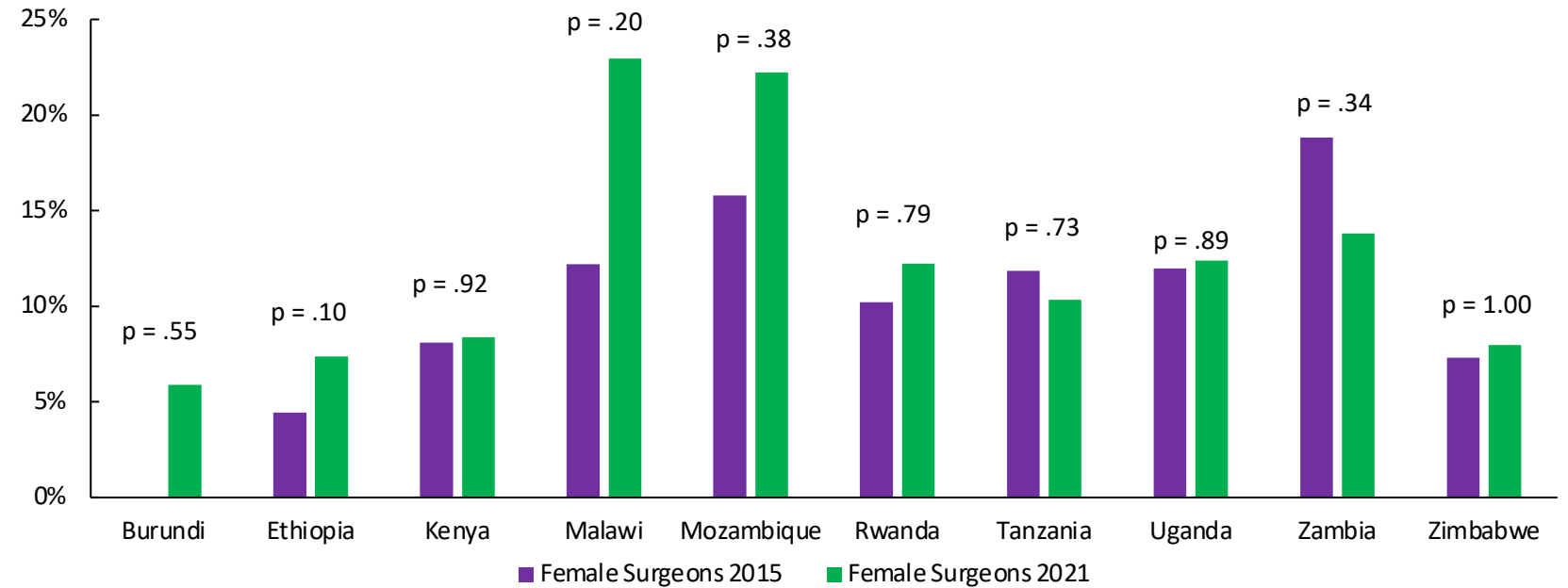
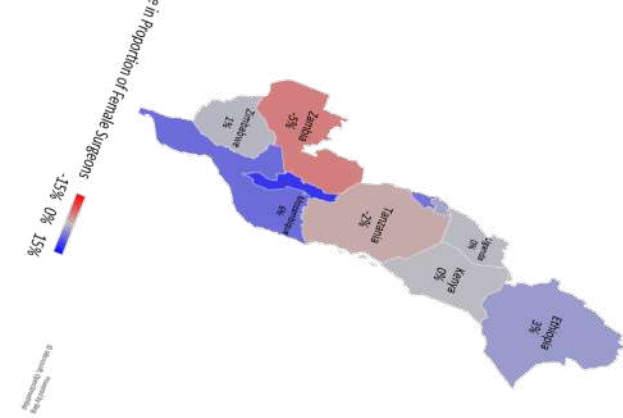
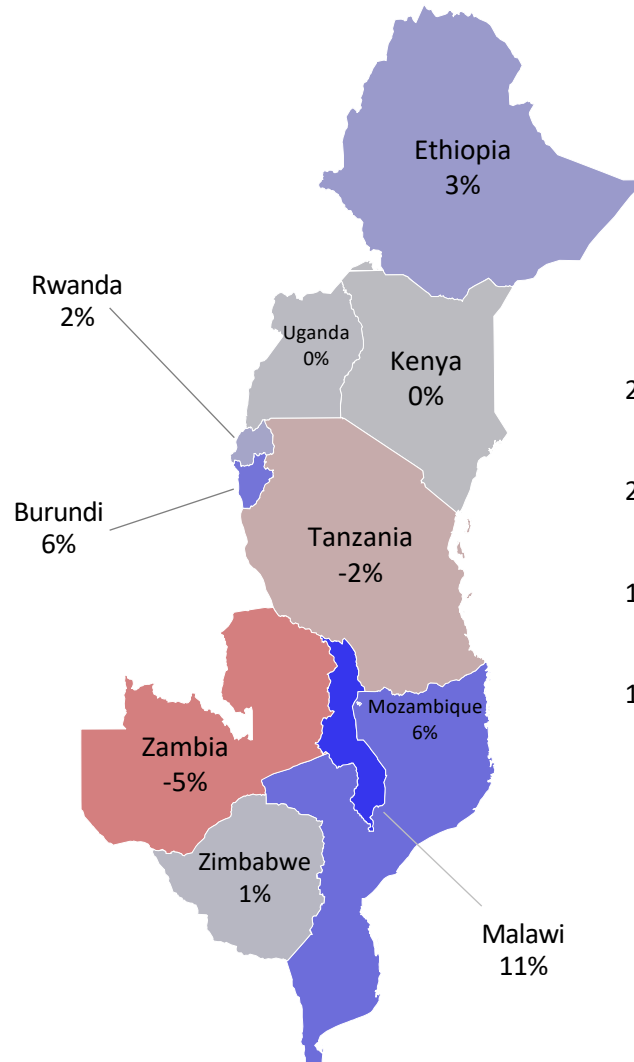
Study Results Overview



Country	2015	2021	% Increase	
Botswana	n/a	57	n/a	
Burundi	19	51	168%	↑↑↑
Ethiopia	337	637	89%	↑↑
Kenya	543	810	49%	↑
Malawi	41	61	49%	↑
Mozambique	57	72	26%	↑
Namibia	n/a	102	n/a	
Rwanda	49	90	84%	↑↑
Tanzania	177	184	4%	↑
Uganda	259	226	-13%	↓
Zambia	85	116	36%	↑
Zimbabwe	123	163	33%	↑
Total	1690	2569	43%	↑



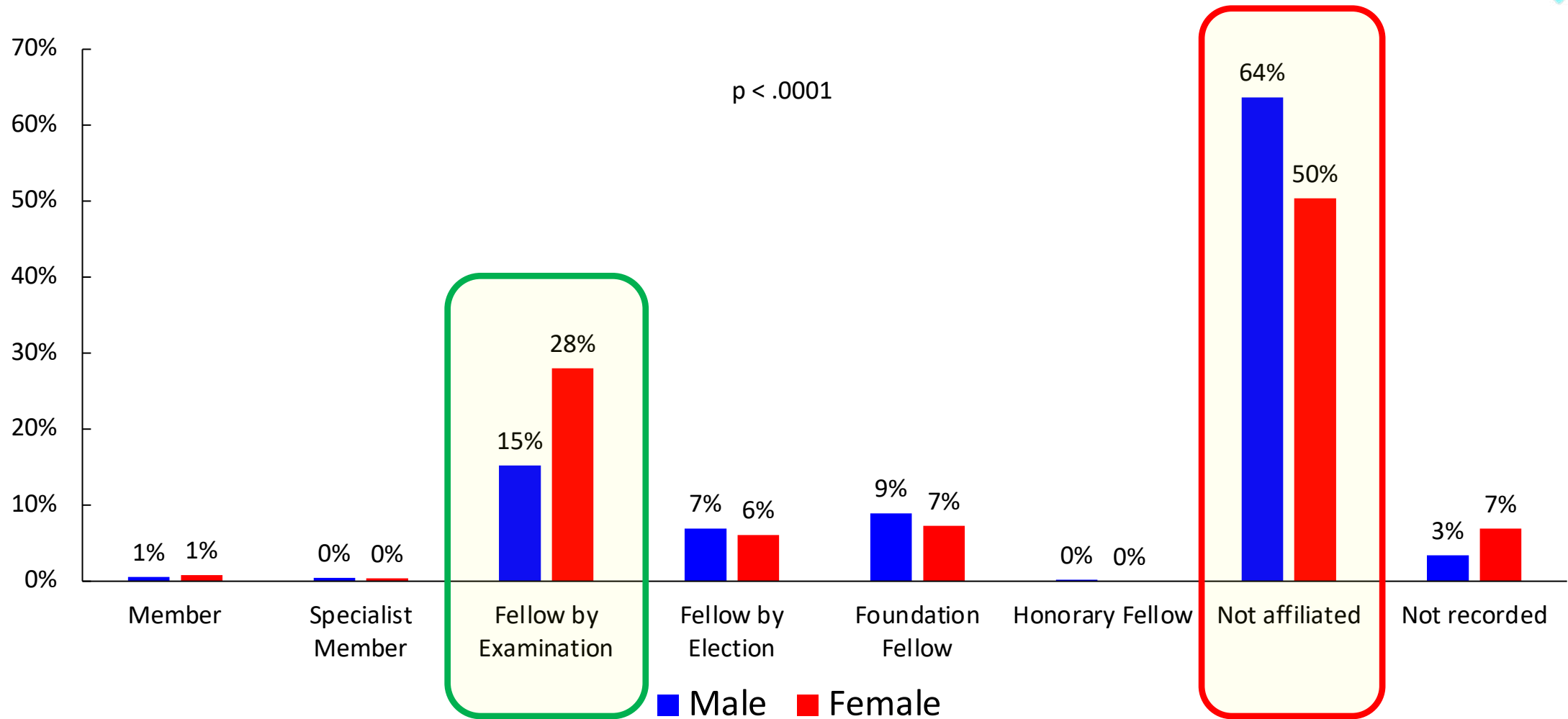
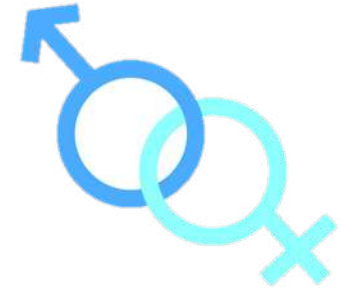
Female Surgeons 2015 Vs 2021



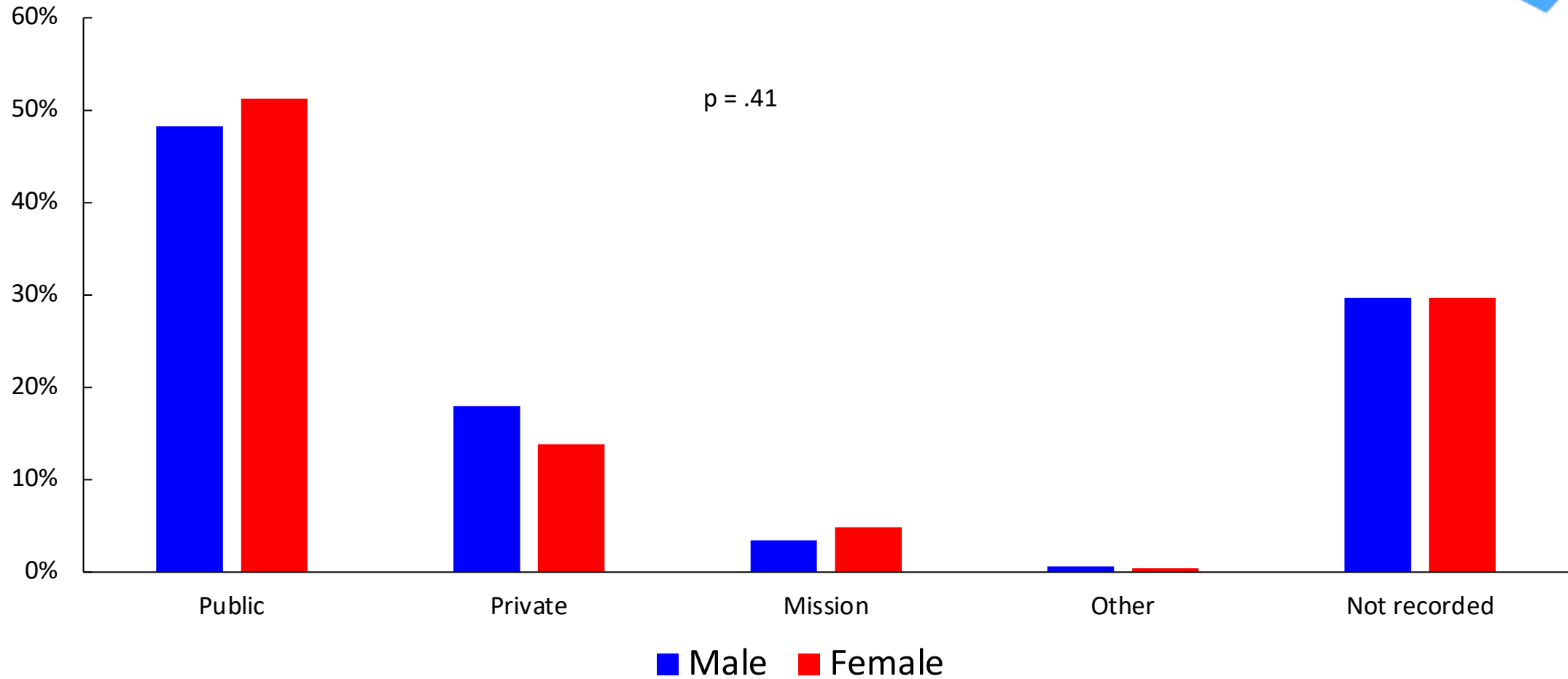
Powered by Bing
© Microsoft, OpenStreetMap

Change in Proportion of Female Surgeons
-15% 0% 15%

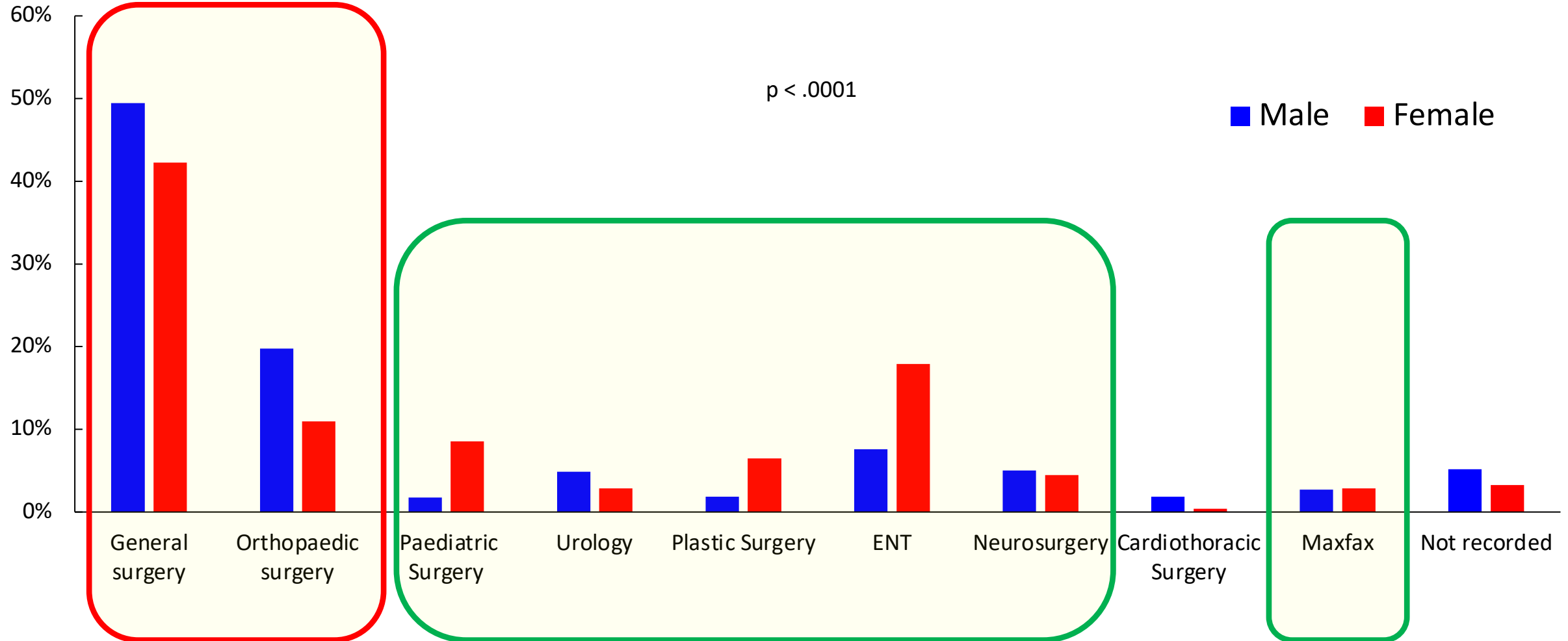
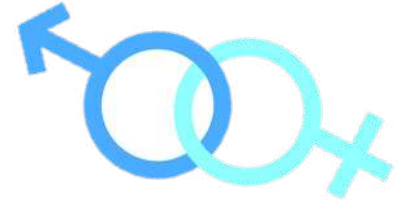
Affiliation to COSECSA



Primary Hospital of Practice



Surgical Specialty



Summary



Ratio of male to female surgeons is 9:1

COSECSA Program important in training female surgeons in the region

Disparity in the distribution of specialties fewer females in Orthopedics and General surgery



Why has the M:F ratio remained the same from 2016?

No significant change across all the member countries

Q. Is this true for:

- Urban Vs Rural?
- All surgical specialties ?
- Public vs Private Vs Mission?
- Surgeons trained abroad Vs local?
- Trained by Cosecsa vs Other (analyze affiliation)?

Summary

Ratio of male to female surgeons is 9:1

COSECSA Program important in training female surgeons in the region

Disparity in the distribution of specialties fewer females in Orthopedics and General surgery

WISA: who we are and why we exist



On 2nd December 2015, WiSA was successfully launched in Blantyre, Malawi at the COSECSA annual general meeting (AGM).

Event was attended by 100 delegates, including both male and female COSECSA fellows and members, international surgeons and other stakeholders.

The event was graced by highly respected speakers including Dr Miliard Derbew, COSECSA President; Dr Patricia Numann, founder of Association of Women Surgeons (USA); Ms Patricia Eadie, a Plastic Surgeon from Ireland; and Dr Jane Fualal from Uganda.



WISA What we do: promote and empower women surgeons in East, Central and Southern Africa

1. Peer support group which assists female surgeons, trainees and medical students with an interest in surgery to actively seek out mentorship relationships.
2. Promote, facilitate and enable women to take up leadership roles and positions in surgery at their workplaces and within the college, COSECSA.

WiSA does so by its innate ability to understand the needs of women in surgery and the challenges women surgeons and trainees face.

3. Promote professional networking and encourage multi-centre collaborations.
4. Provides a forum for discussion of pertinent issues peculiar to, and affecting its members.
5. Advance the highest standards of competence and ethical behavior for women surgeons in a supportive collegiate environment.

WiSA is endorsed by the College of Surgeons of East, Central and Southern Africa (COSECSA) and included in the COSECSA Strategic Plan 2016 -2021.



WiSA board members

- Dr. Agneta Odera- Chair
- Dr. Kaja- Chalwe- Vice Chair
- Dr. Dr. Mumba Patricia Shinondo- Secretary
- Dr. Wairimu Ndegwa- Treasurer
- Dr. Busi Mlambo- Education And Research Officer
- Dr. Lydia Nanjula – Administrative Officer
- **2022- Election year for new board members**



WiSA Membership

WiSA is a membership organization which offers its members the following benefits:

- Promotion of women in surgery and women surgical leaders in the COSECSA region by establishing WiSA chapters in each COSECSA country
- Providing opportunities for mentoring through a new WiSA Mentorship Programme
- Scientific funding through Annual WiSA Awards and Scholarships- AWS, RCSI, Shield Maiden Award
- Community networking through local chapters, the annual WiSA conference and social network communications.
- Professional development with leadership courses (e.g with RCSI) and other valuable resources



WiSA membership fees consultants and registrars

Bronze (1 year): 30USD

Silver (3 years): 80USD (10 USD discount)

Gold(5years): 120USD (30 USD discount)

Medical student (yearly) : 15 USD

Missionary (no cost): Missionary membership is open to surgeons working as missionaries and is granted by the WiSA Board. Missionary members may not vote or hold office.

Honorary (no cost): Honorary membership is to granted by the WiSA Board.



In memorium: Departed colleagues



WiSA Strategic plan 2019-2022

Dec 2019- WiSA revised its first two-year strategic plan to run till the end of 2021 with overall objective is to promote and empower women surgeons in East, Central and Southern Africa.

The year 2020 into 2021 was difficult due to the many challenges and restrictions inflicted by the current Covid -19 pandemic.

WiSA board re-evaluated our plans and after discussion with relevant stakeholders, under the leadership of the COSECSA council, we came up with specific plans to run in the year 2022 to help improve WiSA operations and visibility in this new and difficult era as we try to improve female participation in leadership and academic roles within the college and region at large.

WiSA Strategic plan 2019-2022

OBJECTIVE	To promote and empower women surgeons in East, Central and Southern Africa				
OUTCOMES	1 .Greater participation of women in surgery/surgical training programs.	2. Excellence in training, research and professional development opportunities for women surgeons/trainees.	3.Maintainance and Building of Strategic Partnerships	4. Development of effective communication processes	5. Excellence in organizational development
OUTPUTS	Increase number of female trainees to 15% of all COSECSA surgical trainees.	Develop training, research and professional development material and schemes for WiSA Membership.	Develop sustainable partnerships with stakeholders interested in supporting/promoting WiSA.	Raise awareness of WiSA mandate and wider gender/equity issues across in surgery.	Establish solid WiSA governance and financial management systems.
INDICATORS	1.1 Compile information on current numbers of women surgeons/trainees 1.2 Establish WiSA Chapter in each COSECSA Country as in-country focal point for female surgical. trainees/women surgeons. 1.3 Ensure inclusion of gender indicators in COSECSA annual workplans	2.1 Establish and roll out yearly Mentorship Program for 10 Female Surgeon Mentor/Mentees. 2.2 Publish and disseminate WiSA Pocket Mentor for Membership. 2.3 Develop leadership training course for 10 female surgeons (1 from each COSECSA Country). 2.4 Develop online gender training program for WiSA/COSECSA. 2.5 Develop and roll out annual travel grant scheme for WISA Membership 2.6 Develop dedicated scholarship scheme for WiSA Membership.	3.1 Engage with COSECSA Patron and Executive through attendance at COSECSA meetings where appropriate. 3.2 Organise annual WiSA meeting parallel to COSECSA AGM. 3.3 Engage with other Women in Surgery groups and establish MoUs where appropriate. 3.4 Engage with and share updates with existing external stakeholders/partners 3.5 Attend relevant national/international conferences/events (funding dependent) 3.6 Identify and engage with potential external partners	4.1 Develop a Communications Strategy, including social media guidelines. 4.2 Consolidate WiSA brand 4.3 Develop WiSA promotional flyers/leaflets 4.4 Maintain the WiSA Website. 4.5 Continue to develop dissemination plan for WiSA merchandise i.e scarfs. 4.6 Prepare and disseminate quarterly WiSA newsletter. 4.7 Promote WiSA Membership Programme.	5.1 Maintain WiSA Constitution/by-laws 5.2 Develop finance system and report to COSECSA Secretariat. 5.3. Develop Membership database and include medical students 5.4 Organise/record monthly WiSA Board meeting. 5.5 Provide quarterly progress reports to WiSA Patron/COSECSA Executive. 5.6 Develop Fund-raising Strategy and income generating projects



What has WiSA achieved 2020-2022?

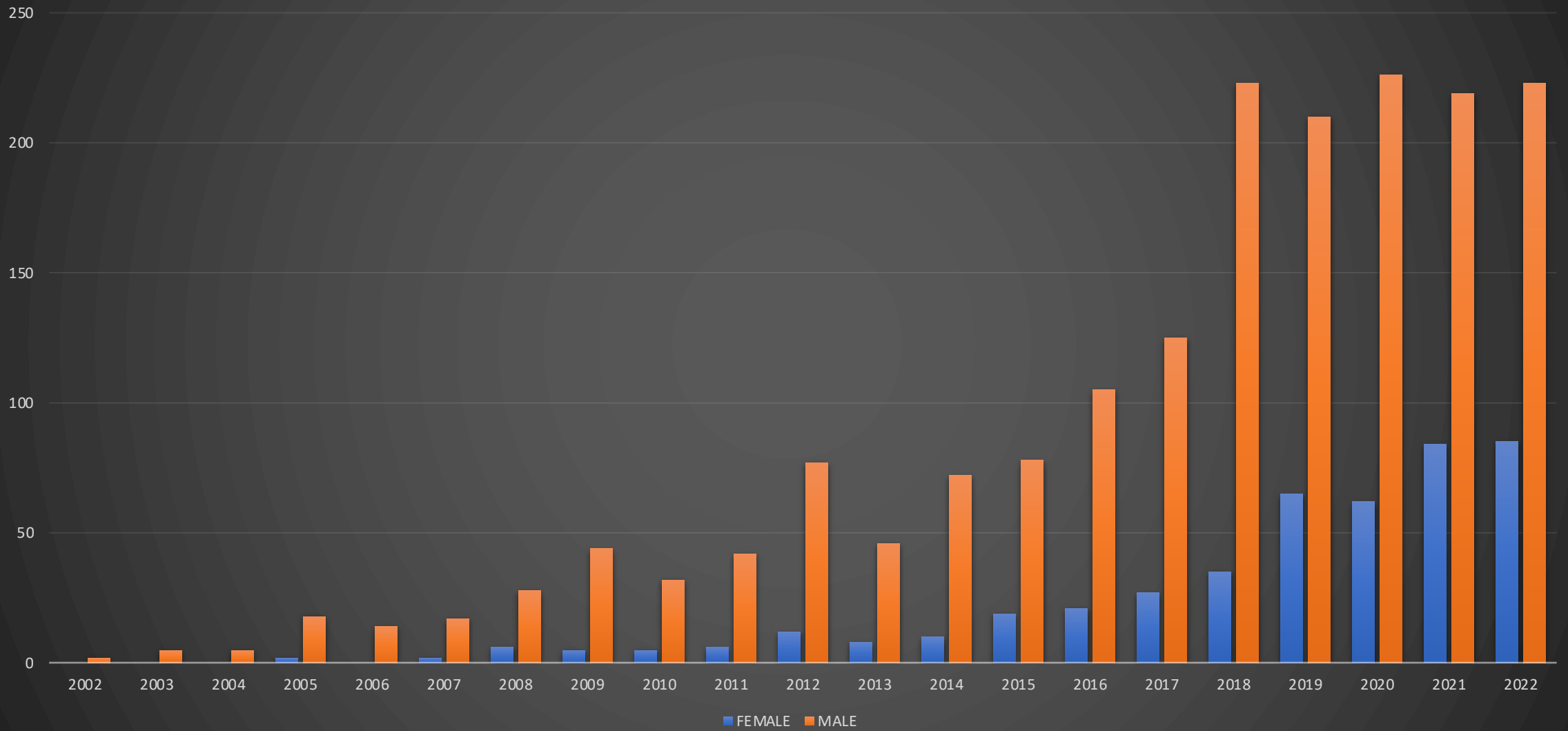
Areas of improvement?



1. Greater participation of women in surgery/surgical training programs.

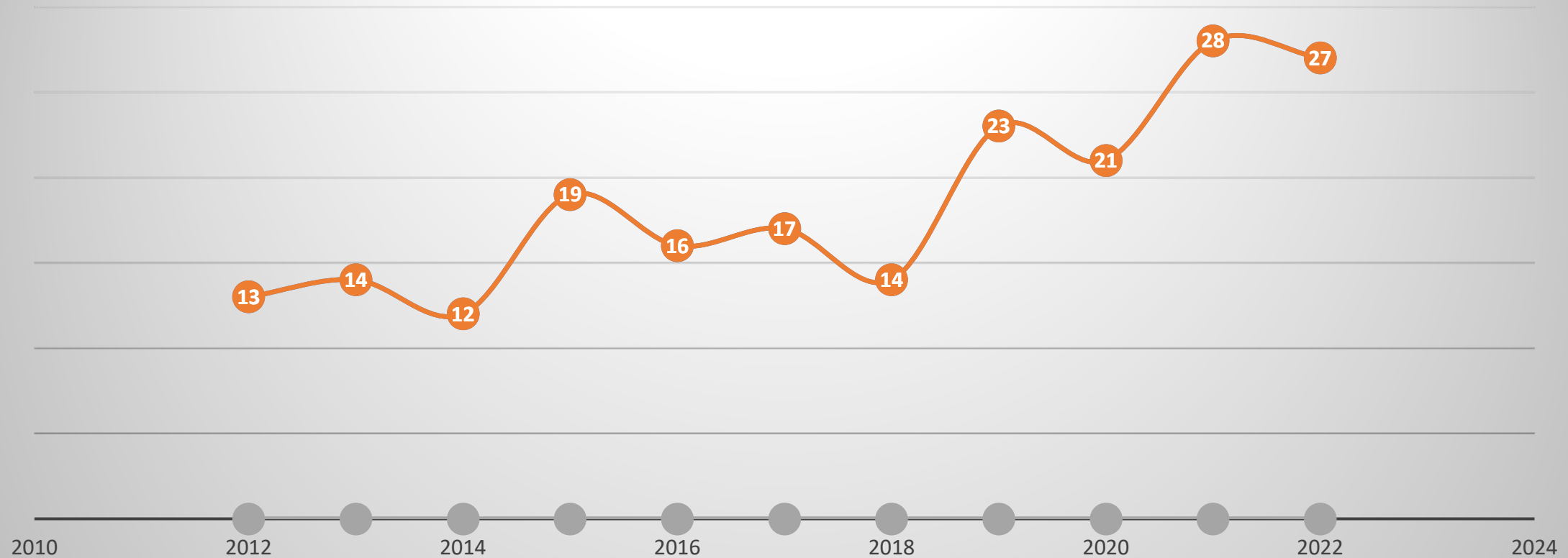
- Outputs:
 - Increase number of female trainees to 15% of all COSECSA surgical trainees by 2022.
 - SURPASSED to an average of 25% ENROLLEMENT 21% GRADUATES between 2019-2022
 - More enrollment in surgical sub-specialties- plastics, breast- oncoplastic, pediatrics and cardiothoracic fellowships
- Indicators
 - Compile information on current numbers of women surgeons/trainees
 - Database present
 - Establish WiSA Chapter in each COSECSA Country as in-country focal point for female surgical trainees/women surgeons. Current 7/14, to improve.
 - Ensure inclusion of gender indicators in COSECSA annual workplans-
 - IN PROGRESS, input being sought, ideas being formulated, to be presented to COSECSA council for consideration Aug 2023

Male vs Female Programme Entry

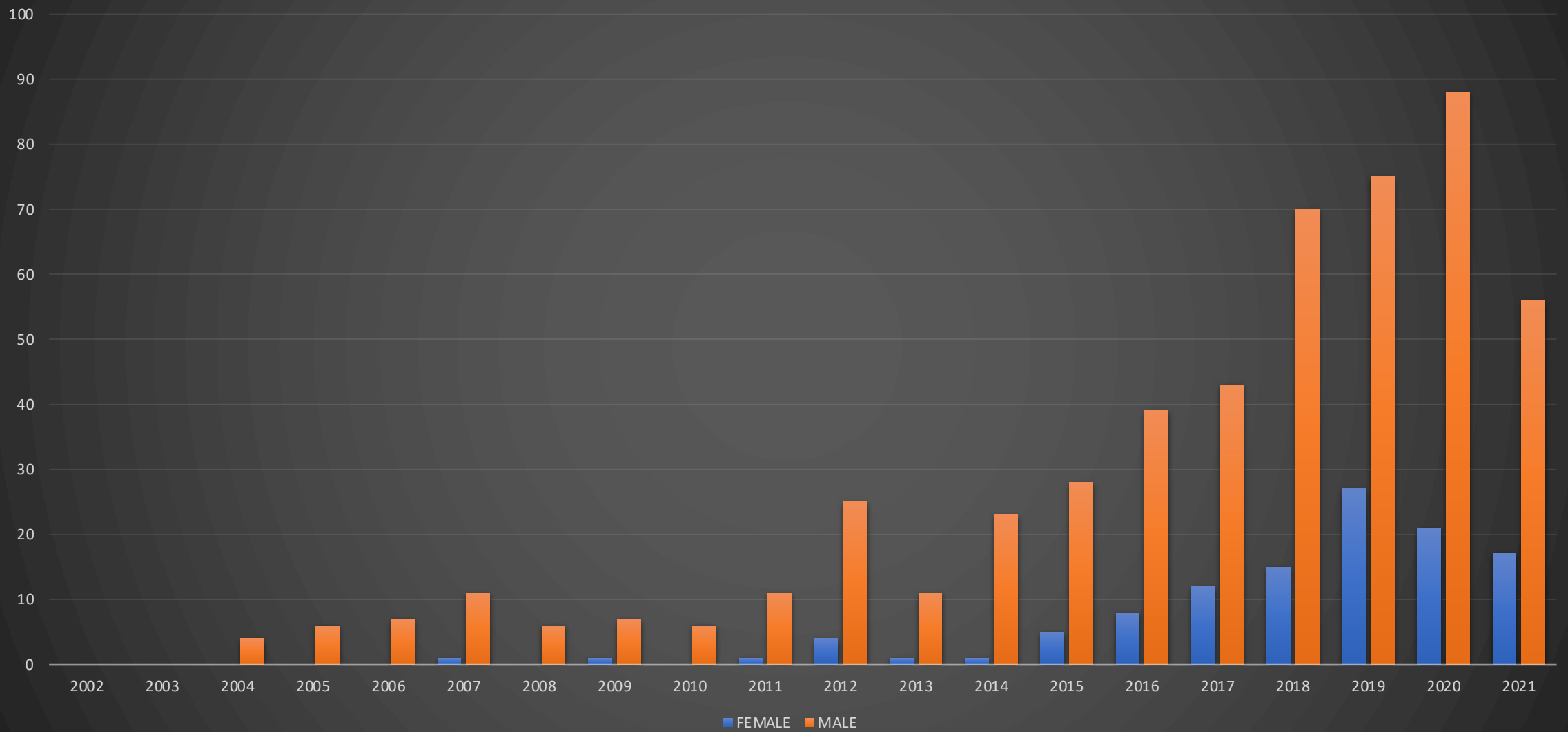




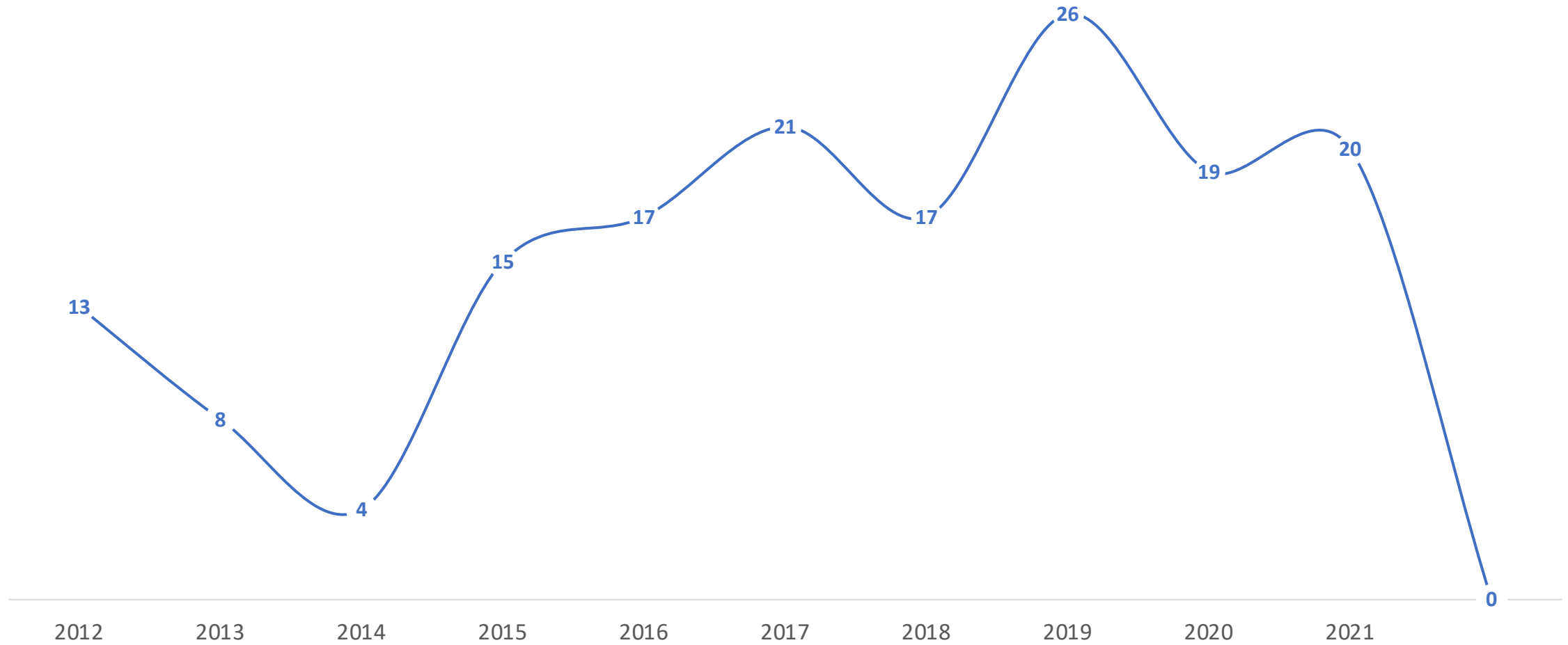
% FEMALE surgical trainees enrolling for COSECSA programs 2012-2022



Female vs Male Graduates from 2002 to 2021



% FEMALE SURGEONS GRADUATES FROM COSECSA 2012-2021





WiSA Membership has been slowly increasing since its inception Dec 2015.

In 2016 our first year, 100 people attended the WiSA launch in Blantyre, Malawi. At that time, **30 attendees registered as members of WiSA.**

Has grown from 40 in 2018 to 66 in 2019 to **current 130 registered** members and over 150 following on social media handles.

Presence in social media, which is a popular mode of communication, is not active as we would like. This fueled the proposal to form the subcommittees, one of which would handle communication and marketing of WiSA to improve and engage its membership base more regularly.

Increasing participation by women surgeons at country level



Highlights Country chapter Women surgeons meetings 2022



Women surgeons, Kenya
High tea Oct 2022

Kenya Association of Women in Surgery 2022 Annual Conference

The Kenya Association of Women in Surgery 2022 Annual Conference was held on 29th March 2022 at Pride Inn Hotel, Shanzu, Mombasa. The theme of the conference was Mentorship, Sponsorship and Allyship.



Women surgeons in Uganda
meeting including High tea
event



Women Surgeons in Malawi,
International Women's day

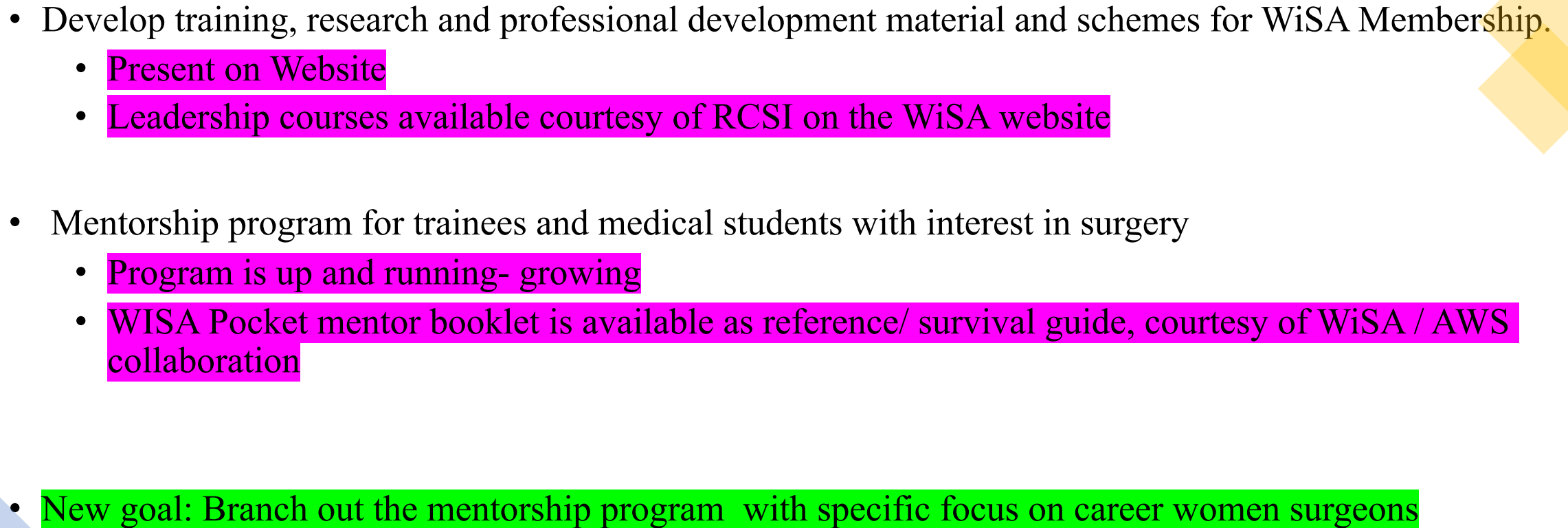


Areas of improvement

- Need to establish, analyze and mitigate reasons for dropout of trainees before completion of training. An exit interview process may be a useful analytical tool.
- Continue to develop and enhance strategies that encourage improved female enrolment into surgery. Target medical students in medical schools.
- Develop healthy work life balance and models that promote women surgeons to grow in their careers and pursue super- specialization in surgery and take up leadership roles.
- Get country chapter representation in all 14 member countries with tangible participation and involvement with the local surgical societies.
- Plan to develop a medical student WiSA chapter and leader



2. Excellence in training, research and professional development opportunities for women surgeons/trainees

- Develop training, research and professional development material and schemes for WiSA Membership.
 - Present on Website
 - Leadership courses available courtesy of RCSI on the WiSA website
 - Mentorship program for trainees and medical students with interest in surgery
 - Program is up and running- growing
 - WISA Pocket mentor booklet is available as reference/ survival guide, courtesy of WiSA / AWS collaboration
 - New goal: Branch out the mentorship program with specific focus on career women surgeons
- 



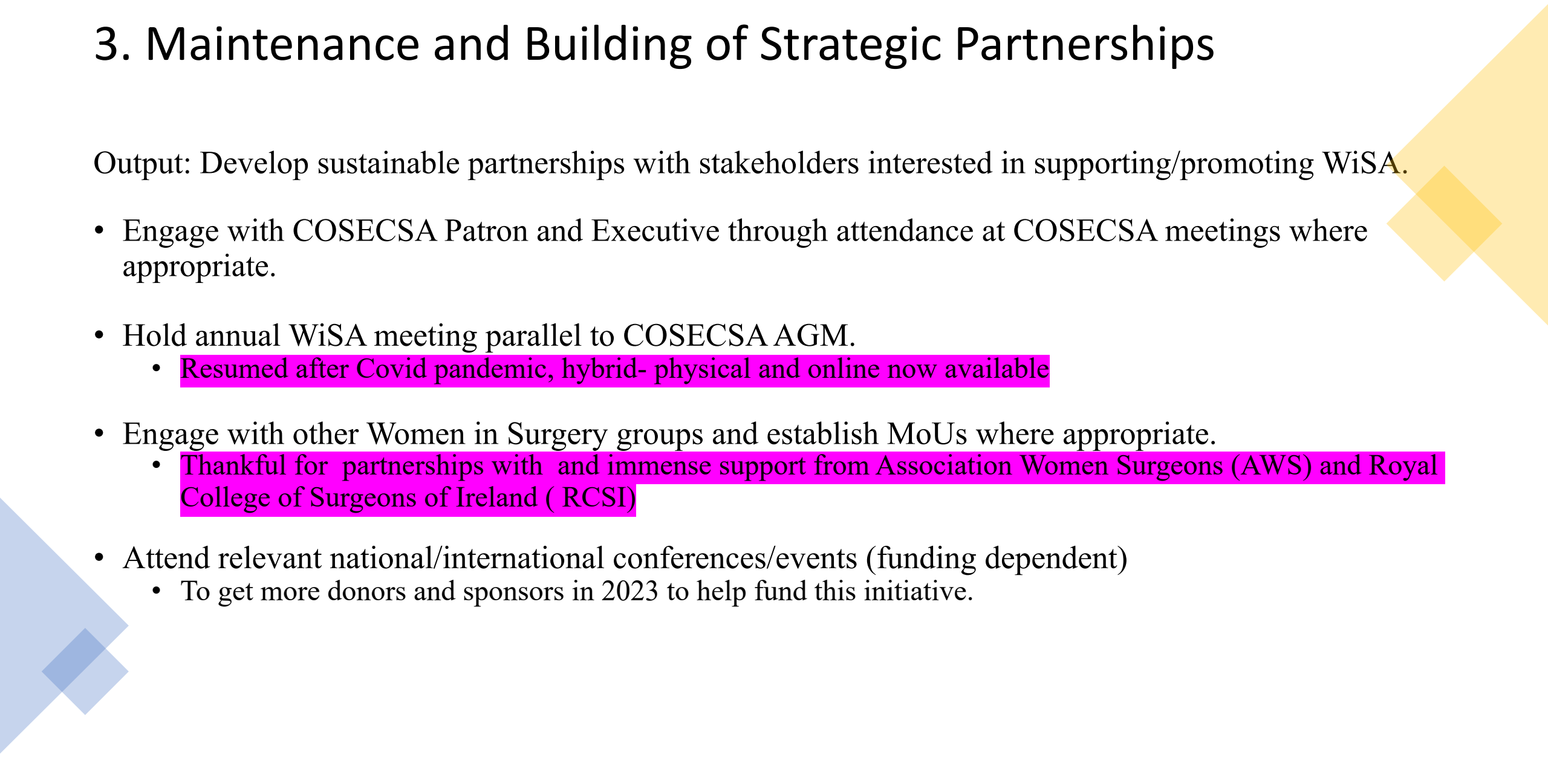
Mentorship program

- Since the inception of the 6-month pilot program in 2017 with 20 members
- We have grown to a current 2-year program with 40 members signed up.
- Due to the pandemic and not having a physical meeting, many on online survey requested to maintain their status until next meeting in Dec 2022.
- In the past the mentorship program has been crafted with specific attention to students interested in surgery and registrars or fellows in training.
- Mentorship beyond surgical training
 - Huge need recognized to mentor recent graduates and young career surgeons. We are working to partner with Dr. Gozie Offiah, a globally recognized authority in this field to help with this endeavor. Senior Lecturer RCSI, National Clinical Lead Intern training program



3. Maintenance and Building of Strategic Partnerships

Output: Develop sustainable partnerships with stakeholders interested in supporting/promoting WiSA.

- Engage with COSECSA Patron and Executive through attendance at COSECSA meetings where appropriate.
 - Hold annual WiSA meeting parallel to COSECSA AGM.
 - Resumed after Covid pandemic, hybrid- physical and online now available
 - Engage with other Women in Surgery groups and establish MoUs where appropriate.
 - Thankful for partnerships with and immense support from Association Women Surgeons (AWS) and Royal College of Surgeons of Ireland (RCSI)
 - Attend relevant national/international conferences/events (funding dependent)
 - To get more donors and sponsors in 2023 to help fund this initiative.
- 




Gender diverse policies and healthy work/ training environments

One of WISA's major goals is to help COSECSA develop gender diversity policies

1. Maternal and paternal leave policies for WISA/ COSECSA for the trainees that may be considered for adoption by the college.
2. Consideration may be made by the College council on how to manage sexual harassment allegations in the work/ training places. A “No tolerance” policy statement towards this matter could be made as deemed fit and culturally acceptable after careful and thoughtful deliberation to help the college navigate these in present times.
3. Address issues related to burn out and its impact on physical and emotional well being, productivity and mental health

The proposals for this are under consideration for presentation to the COSECSA in the 2023 August COSECSA half council meeting.






WISA chair in 2019 presented to the COSECSA council a proposal to raise funds for a Research and Education travel grants by actively making applications to personal individuals, corporate organizations and philanthropists.

The pandemic made the realization of this challenging in the years 2020-2021.

In the year 2022, we were able to launch partnership with 2 major organizations.

- 
1. **Johnson and Johnson** Global surgery division has agreed to fund our WiSA gala dinner 2022 and offer WiSA/ J&J research grant

This will greatly advance the “Lets Collaborate” WiSA research Initiative that was launched at the end of 2019

2. **Advances in Surgery, AIS**, a global surgical and medical knowledge-transferring, data-driven ecosystem, comprising a set of digital correlative platforms, with the purpose of facilitating access to high-quality content created by the world's best specialists.

Our goal with them is to **accelerate the training/ learning curve** so as to **close the gap between innovation and adoption**, through the use of behavioural analysis, artificial intelligence, active listening, and adaptive learning management systems.

They help LMIC to **host interactive podcasts, webinars and a platform to present their regional based research to an interactive audience**. This **free resource** has been a great addition to our efforts in improving global surgical education and participation.



4. Development of effective communication processes

5. Excellence in WiSA organizational development

- Continue with ongoing onthly Financial reporting system to the COSECSA secretariat
- Financial reports available to any good standing WiSA member through correspondence with the WiSA treasurer and Wisa adminstrative assistant.
- WiSA wbesite was down, was updated and now up and running.
- WiSA Paypal account down, challenges with annual subscription payments, alternatives being discussed with COSECSA secretariat.
- Need to improve regular newsletter updates to general WiSA members.
- Recommnedation to develop sub- committess under the WiSA board to improve operational and administrative running of WiSA. These to be volunteer nominated positions open to any WiSA member in good standing.
 - Communication
 - Research and Education
 - Leadership and Policies
 - Mentorship and Allyship
 - Finance and Marketing



WISA specific action plans revised for period Aug 2021- Dec 2022 to improve women surgeons' participation in leadership and academic roles

The Chairperson of WiSA should be invited as a recognized council member at COSECSA council meetings to present the wishes of the women in surgery and their progress within various countries and encourage leadership roles through equal opportunities and diversity in COSECSA .

Ratified by Council and to be adopted into the COSECSA constitution

Develop clear strategies with COSECSA and stakeholders who have specific programs to promote women surgeons

Develop platforms to highlight exemplary women leaders in surgery as role models, launched "WiSA Formidable Firsts" on virtual wall on the WiSA website

#Ask Her to Stand initiative- COSECSA to seek out potential women surgeons and nominate them for leadership positions in college affairs and globally

Continue to promote the # "Let's Collaborate" WISA research initiative and the #HeforShe and #SheforShe awards



WiSA Strategic plan
2023-2026
in development.
HAVE YOUR SAY!!



Thankful to our partners



- COSECSA
- Association of Women Surgeons, AWS
- Royal college of Surgeons Ireland, RCSI
- Resurge International
- Johnson and Johnson

Supported by:



Johnson & Johnson
FOUNDATION

Endorsed by the College of Surgeons of East, Central and Southern Africa

www.womeninsurgeryafrica.org



WiSA Financial report

- Please note due to the Covid pandemic 2020-2021
- Balance brought forward into Jan 2020 plus donation received from RCSI in 2021
- NO travel grant or secretariat costs offered.
- Only expenses were
 - administrative assistant salary of 200USD/ month
 - management of WiSA website and paypal charges

WISA financial statement Jan 2020- Dec 2021

Financial item	Amount in USD
Balance brought forward as from Dec 2019	23,374
(Includes contributions form RCSI 5000 USD, Shield Maiden award form Dr. Agneta 1000USD)	
<u>Income</u>	
Annual subsriptions 2020	0
Annual subsriptions 2021	360
Income Total	360
<u>Expenses</u>	
Paypal charges 2020	109
Dr. Cathy (Uganda) Shield Maiden Award 2020	1000
Bank transfer to Dr. Cathy 2020	164
WISA Admin (Ronny) salary from November 2020 to May 2021	1400
Expenditure total	2,674
Net amount	21,060



WISA financial statement Jan- Nov 2022

Financial item	Amount in USD
Balance brought forward as per 2021	21,060
Income	
Annual subscriptions 2022	120
Income Total	120
<u>Expenses</u>	
WISA Admin (Ronny) Salary for June 2021 to May 2022	2,400
Expenditure total	2,400
Net amount	18,780



WiSA Gala Dinner & Awards 2022









Appreciation of Invited Speakers

- Ms Stell Itugu
COSECSA CEO
- Prof Laura Viani-
RCSI President
- Prof Particia
Numann- AWS
fouder
- Dr. Jane Fualal-
Incoming COSECSA
PResident





Honorary WiSA member award

Honorary WiSA Members- Prog Muguti, Immediate Past COSECSA President and Ms Itungu CSECSA CEO





Presentation of “WiSA Formidable Firsts” Honor

Formidable Firsts Honor

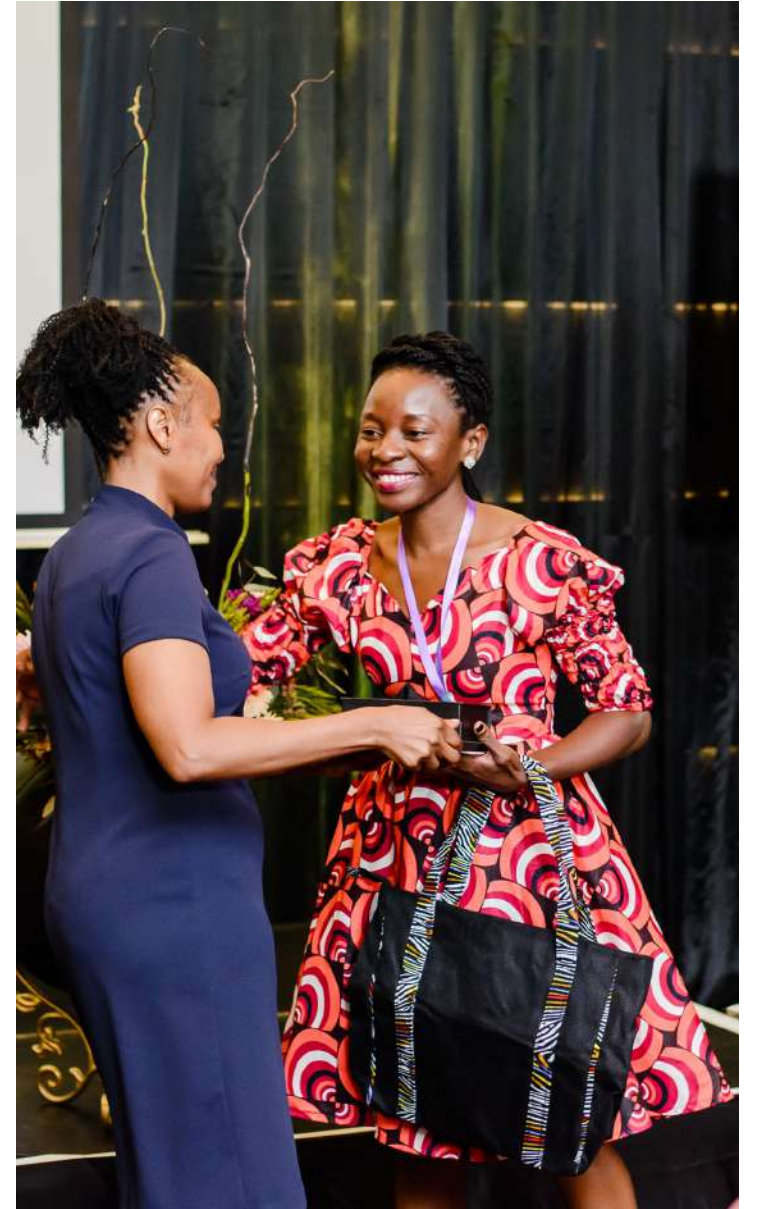
Inaugural WiSA award given to woman surgeon within COSECSA who has beaten great odds and shattered the glass ceiling







#HEforSHE award- Dr. Kakungulu Edward, Uganda



#SHEforSHE award. Ms Rosemary Mugwe, Director Kids OR, Immediate past COSECSA CEO





Shield Maiden awardee- Dr. Sara Hamunyela, Namibia



Travel grants winners 2022

- AWS
 - Hana Gebresellassie
 - Teddy Achola
- RCSI
 - Fortunate Mudede
 - Zawadi Polisi
- WISA
 - Miriam Maimbo
 - Mwanaida Ayumba



Presentation of New WiSA secretariat

2023-2024

- Chair- Dr. Mumba Kaja- Chalwe
- Vice Chair- Dr. Fortunate Mudede
- Secretary General- Dr. Patricia Shinondo
- Treasurer-Dr. Francoise Mukagaju
- Education and Conference Officer- Dr. Mwamba Mulenga
- Administration Officer- Dr. Lydia Nanjula



Thank you!

