

Symposium zaterdag 25 maart 2023

VNVA

DÉ VERENIGING VAN NEDERLANDSE VROUWELIJKE ARTSEN

Prof. Marcel Levi, internist



**Uitreiking Corrie Hermannprijs aan
prof. dr. Denise Eygendaal**

**Titel Symposium:
“(Voor)oordelen van genderdiversiteit in de orthopedie.”**





25 maart 1953, assistentendag chirurgie in het Wilhelmina Gasthuis te Amsterdam



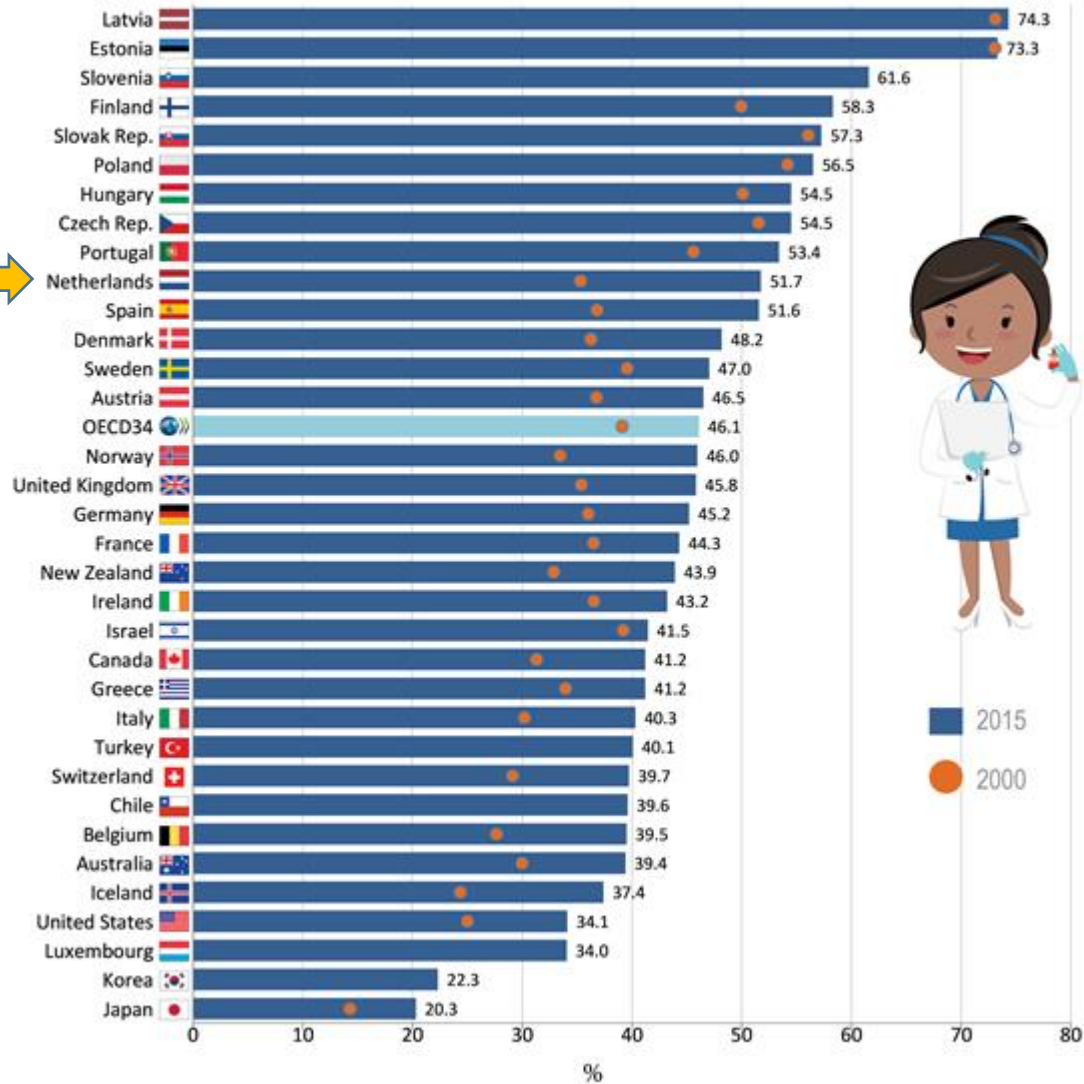




Share of female doctors

%, 2015 and 2000 (or nearest year)

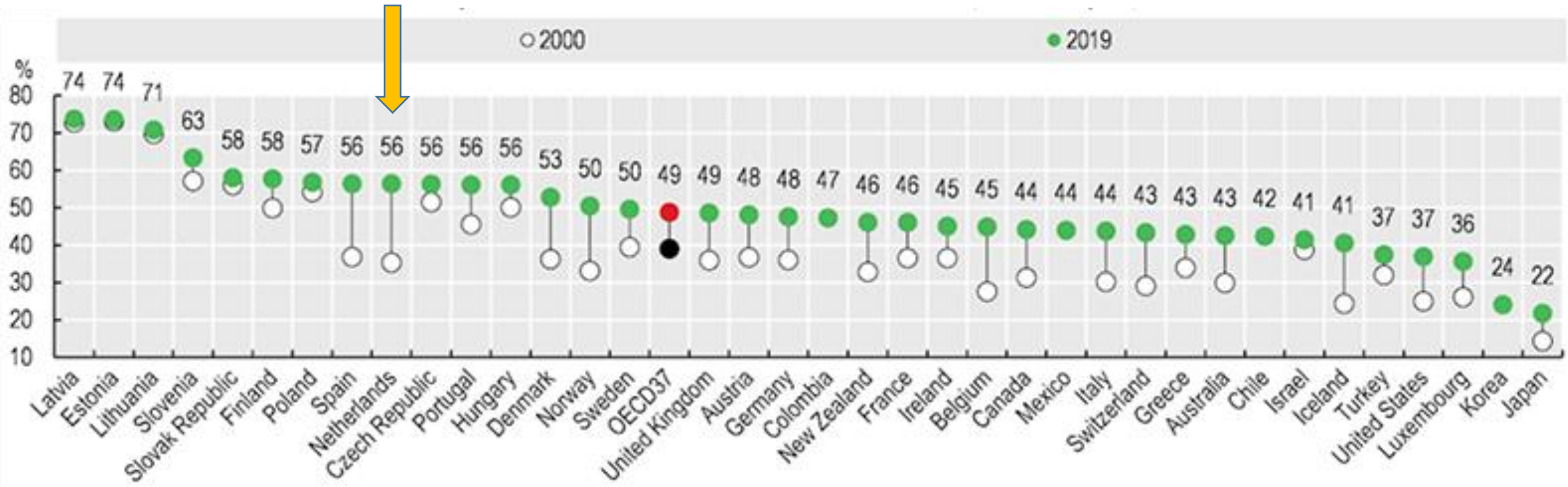
Source: OECD



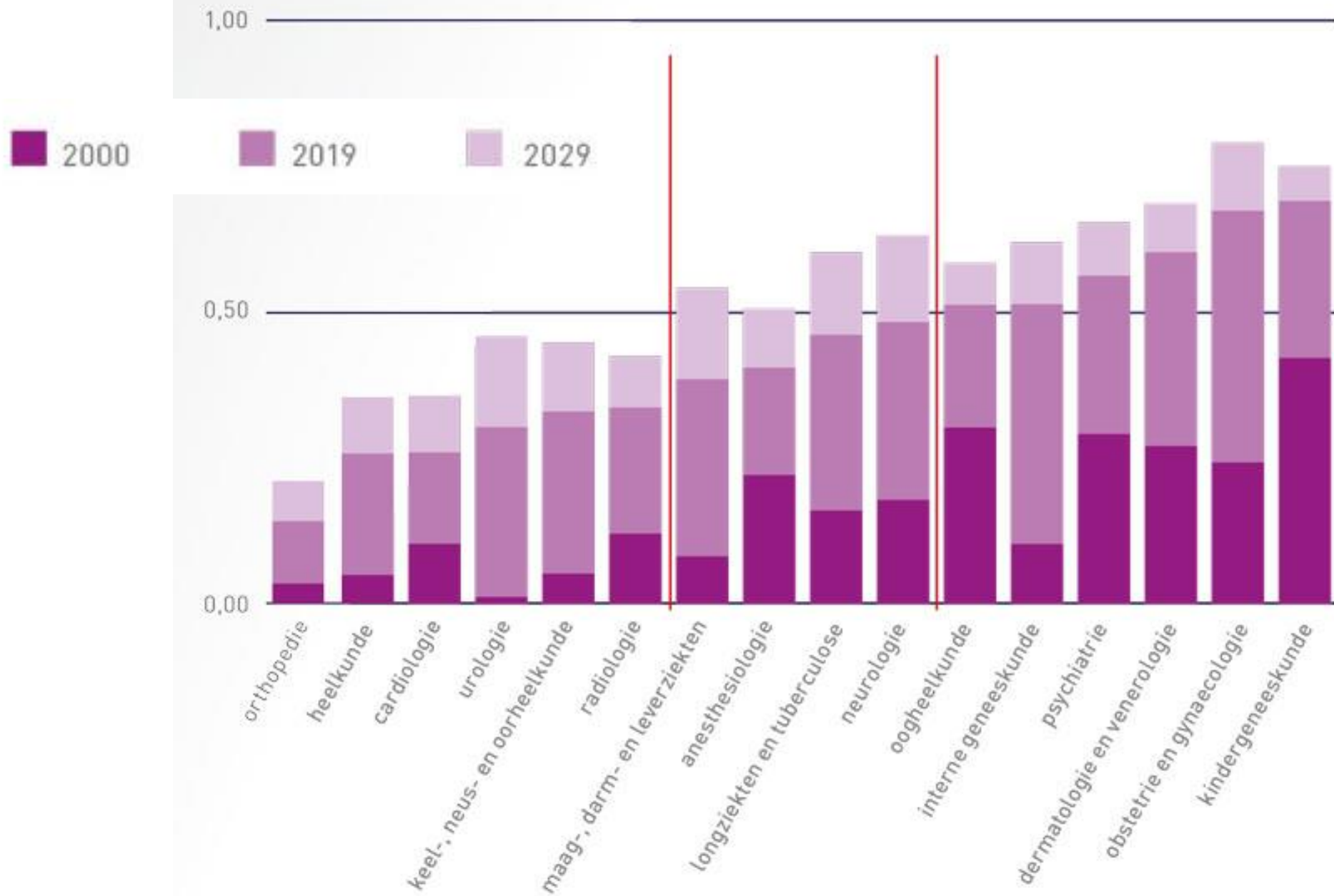
2015
2000

Source: OECD Health Statistics 2016.

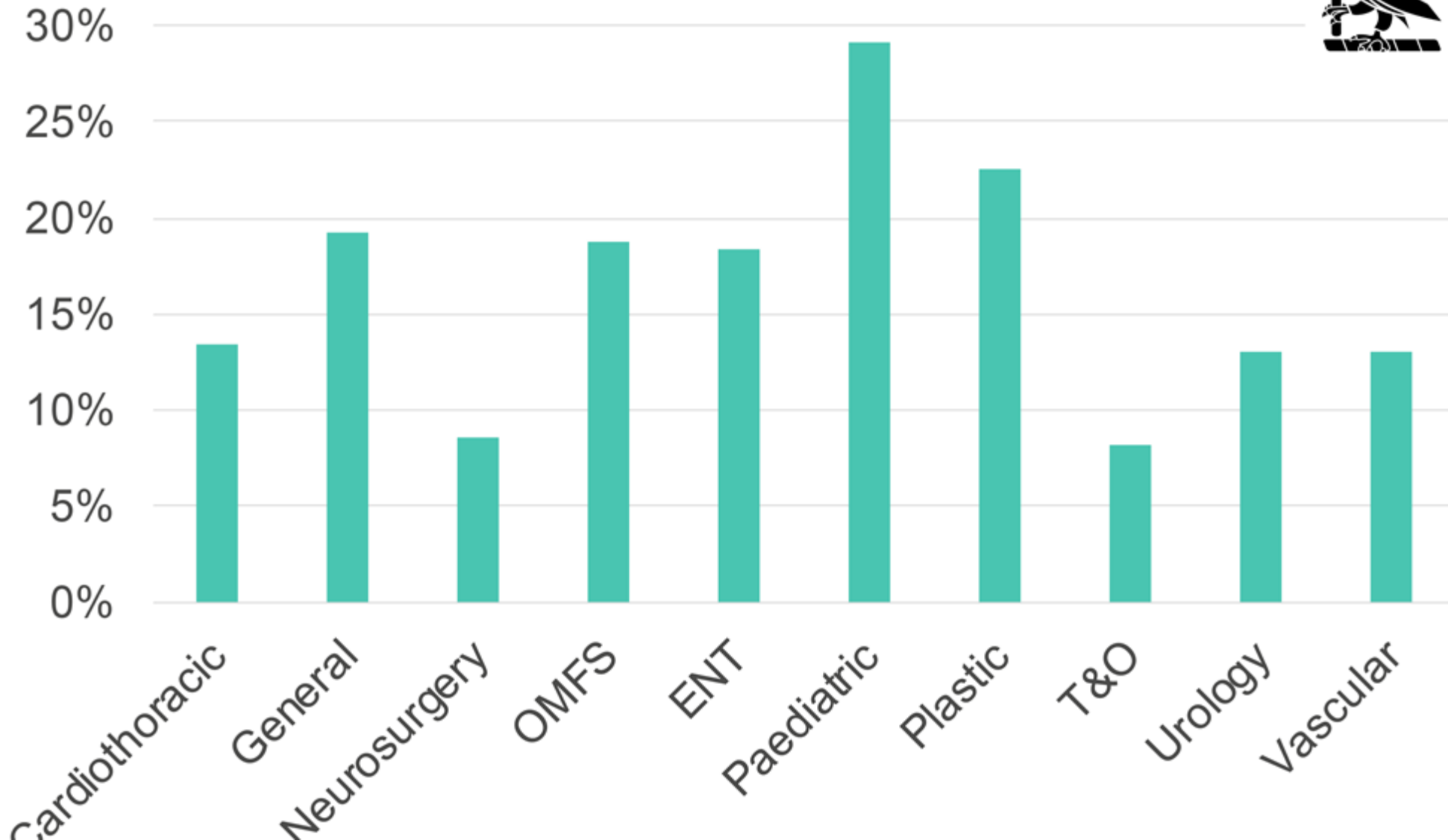
Illustration: Shutterstock



AANDEEL VROUWELIJKE SPECIALISTEN PER DISCIPLINE

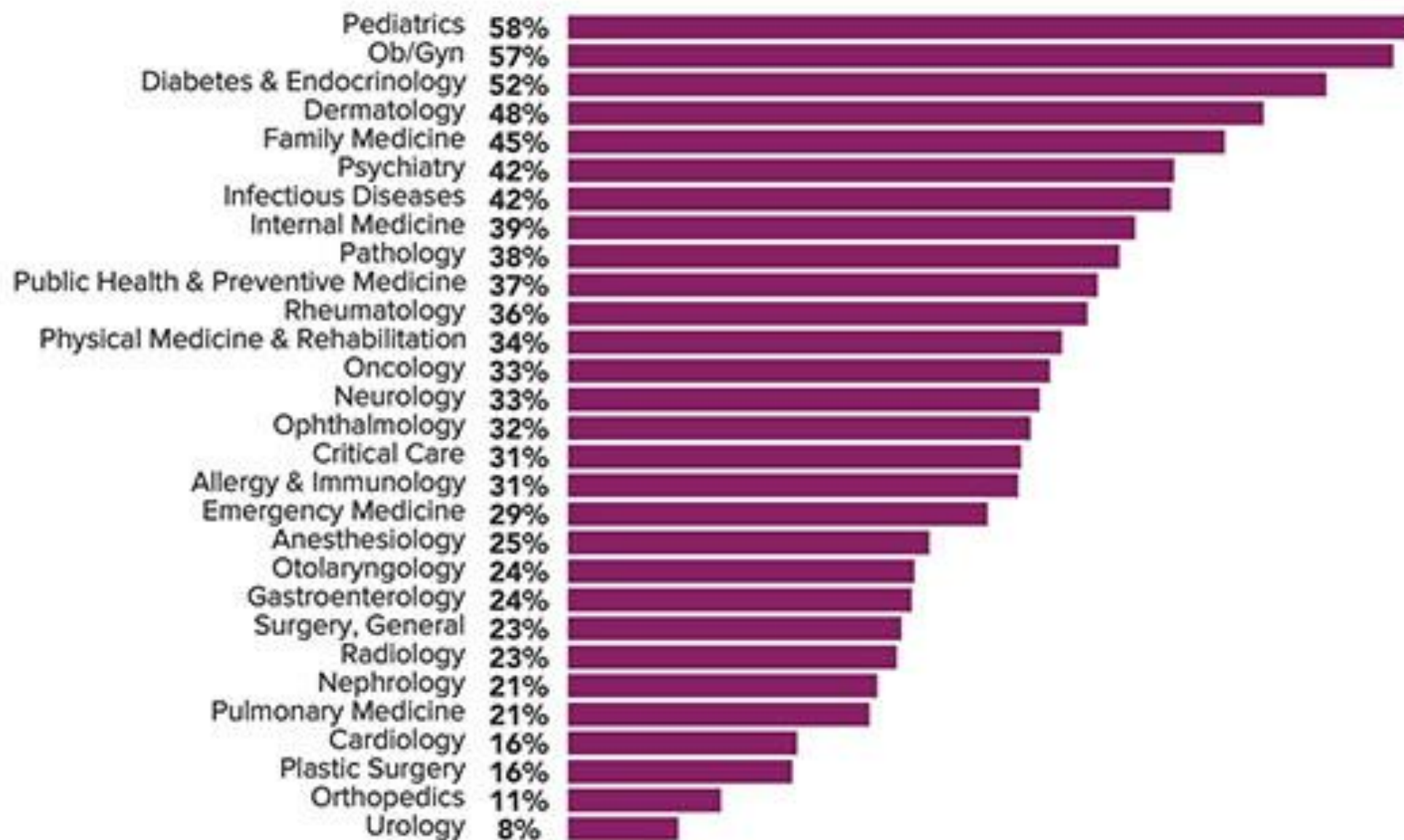


Female consultants in the United Kingdom

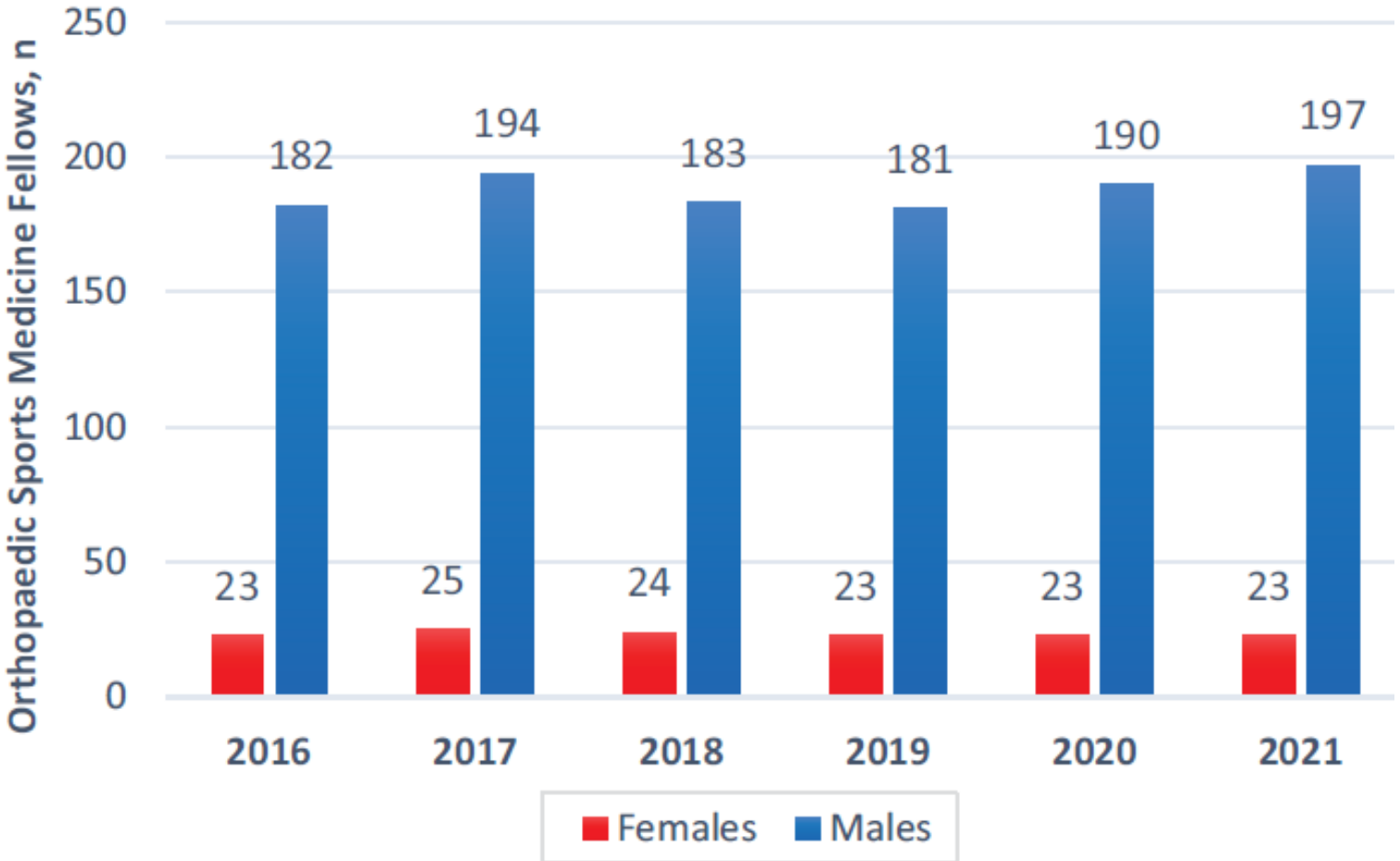


Percentage of Women in Specialties

USA

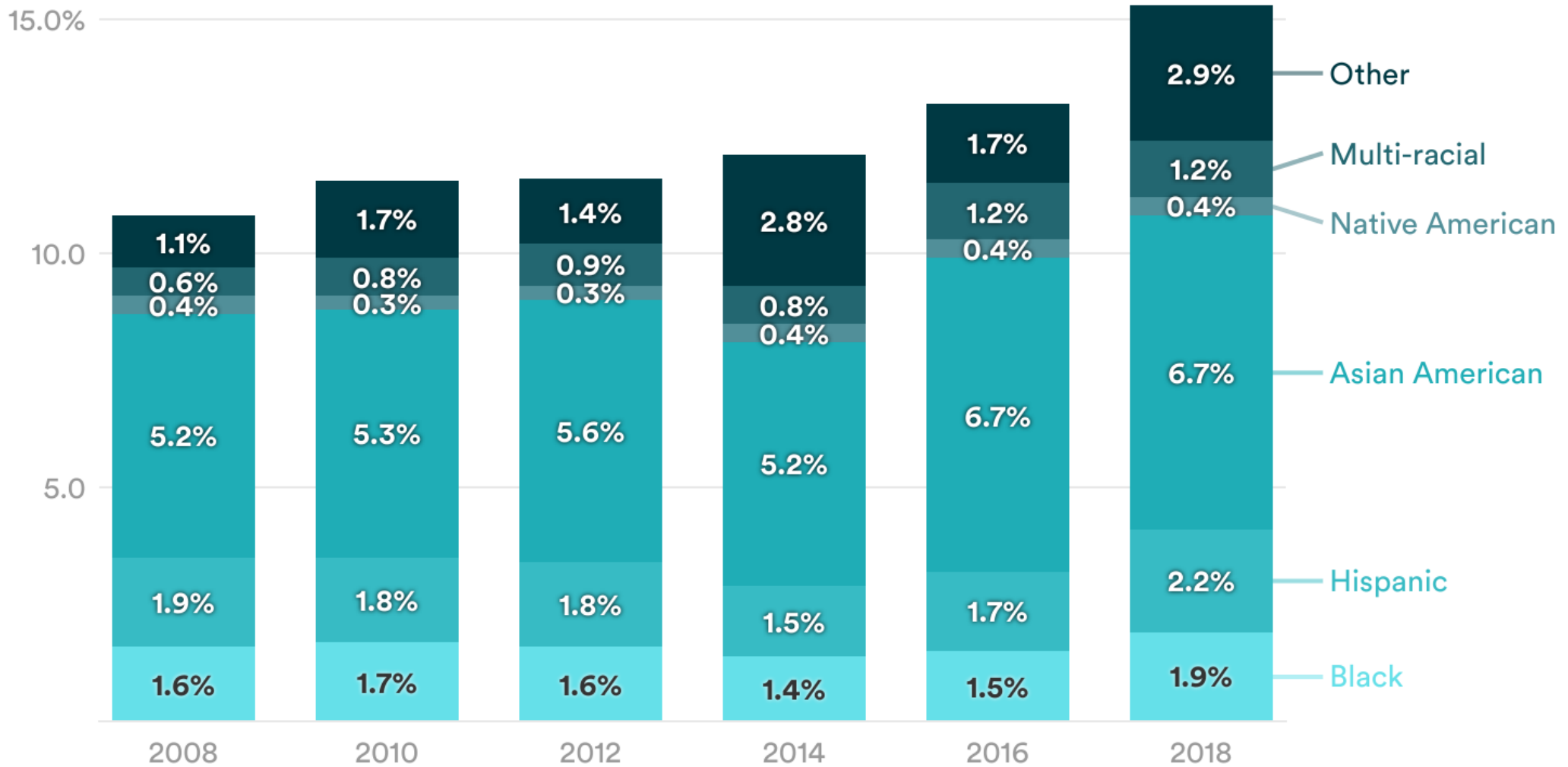


Current Gender Diversity and Geographic Trends Among Orthopaedic Sports Medicine Surgeons in the United States



Race and ethnicity of orthopedic surgeons over time

The percentage of practicing orthopedic surgeons who identify as Black, Hispanic, or Native American changed little from 2008-2018. The field remains nearly 85% white.



Orthopedic surgery is the least diverse of any medical specialty

Race and ethnicity of residents by specialty in 2019

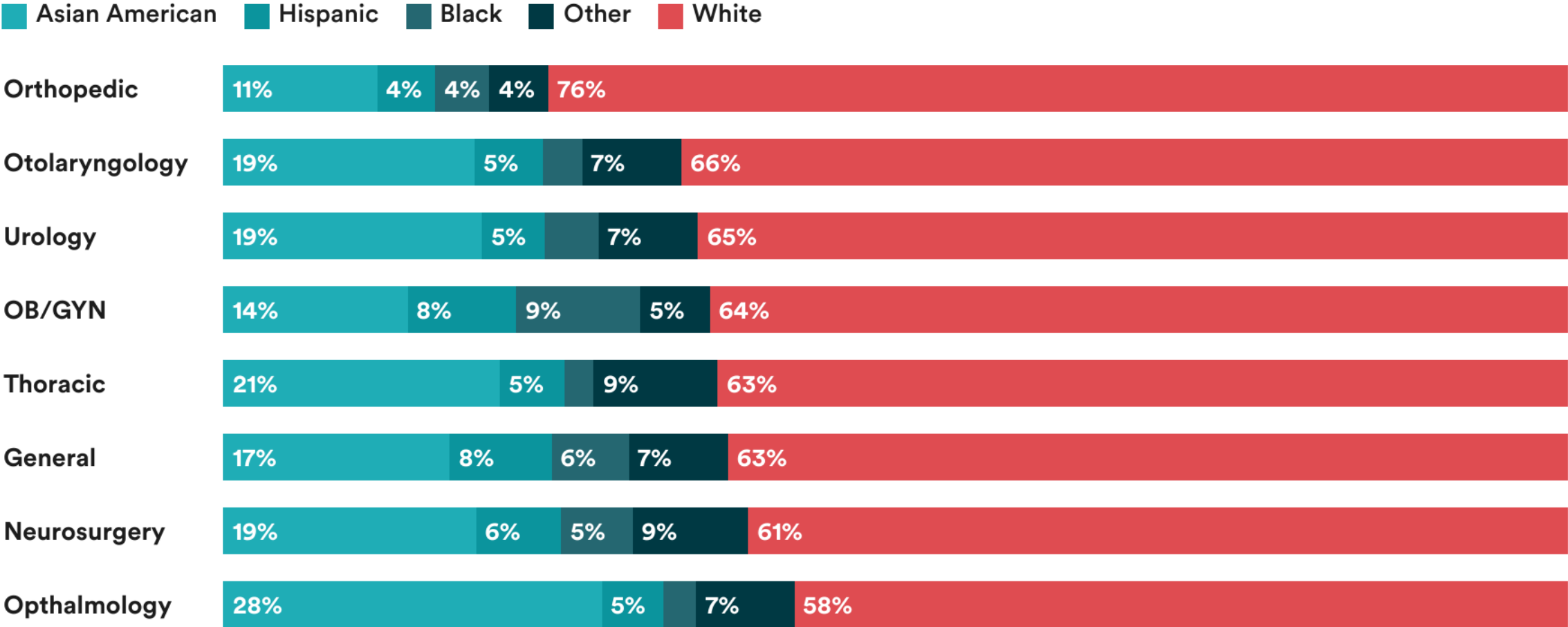


Chart: J. Emory Parker/STAT • Source: Accreditation Council for Graduate Medical Education

Diversity wins

How inclusion matters

May 2020

McKinsey
& Company



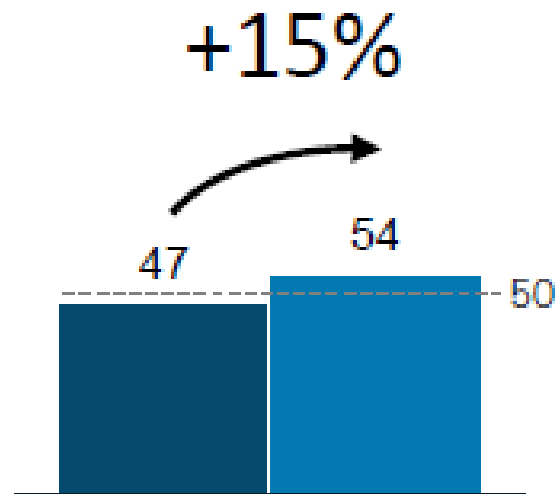
The business case for gender diversity on executive teams is stronger than ever

Likelihood of financial outperformance¹, %

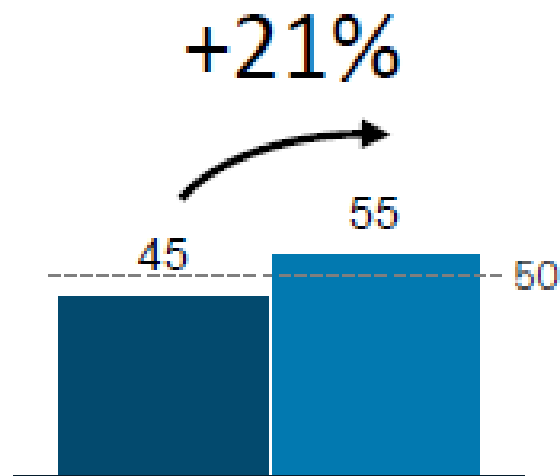


Quartile ● 4th ● 1st --- Median

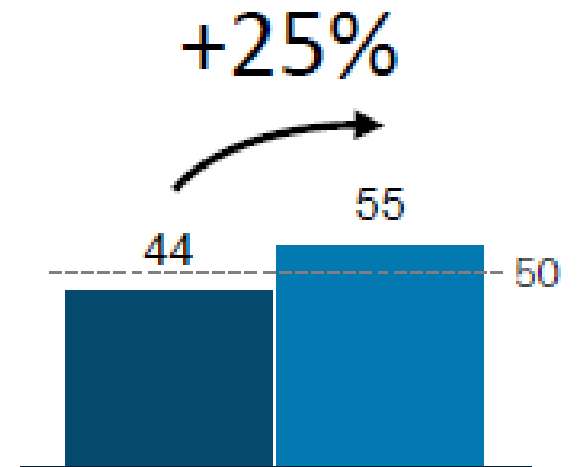
Why diversity matters
2014²



Delivering through diversity
2017³

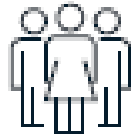


Diversity wins
2019⁴



The business case for ethnic diversity on executive teams remains strong

Likelihood of financial outperformance¹, %

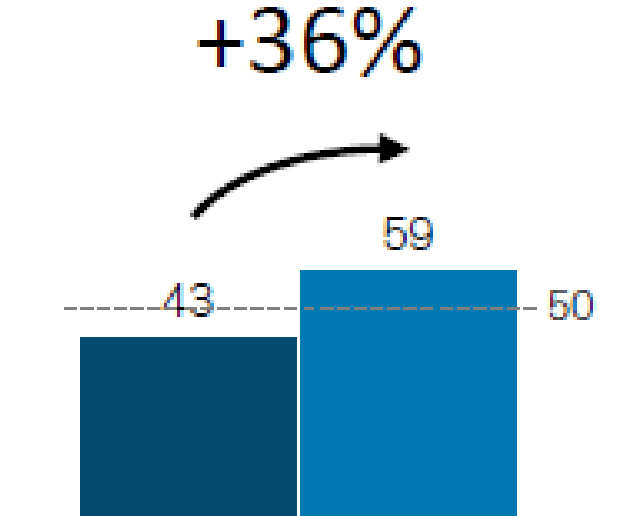
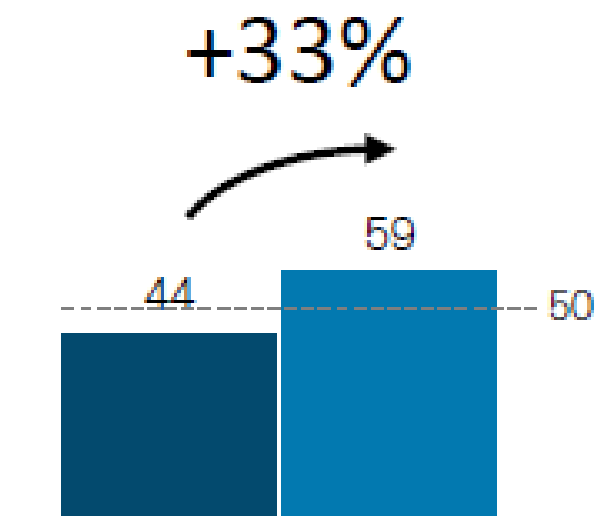
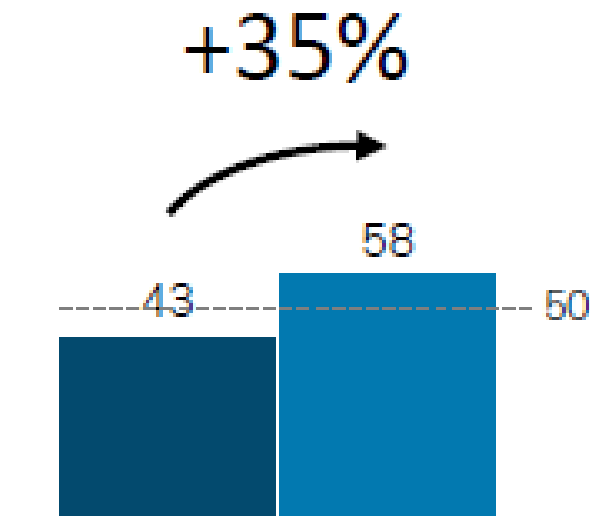


Quartile ● 4th ● 1st --- Median

Why diversity matters
2014²

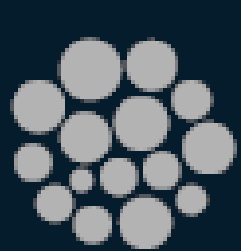
Delivering through diversity
2017³

Diversity wins
2019⁴



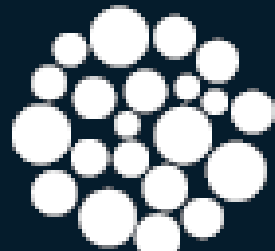
Difference in likelihood of outperformance of 1st vs 4th quartile¹

 Gender



15%

2014



21%

2017



25%

2019

Penalty for bottom quartile

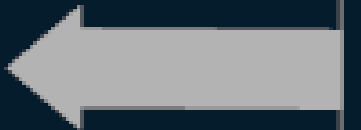
2014

-9%



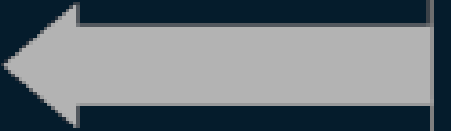
2017

-15%



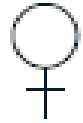
2019

-19%

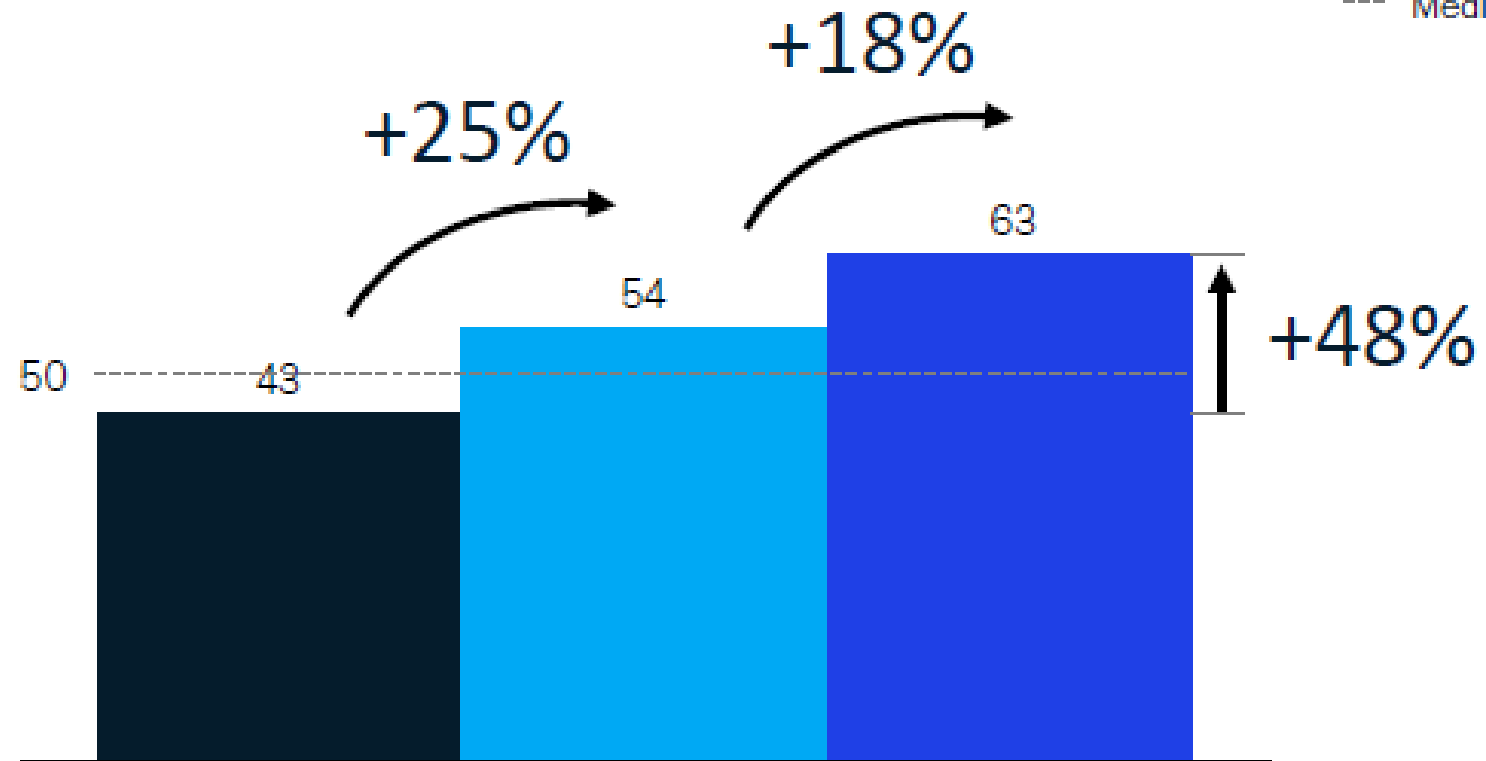


Executive teams with more than 30% women are more likely to outperform those with fewer or no women

Likelihood of financial outperformance¹, 2014, %



--- Median



Women on executive teams², %

0-10

10+

30+

Number of companies

114

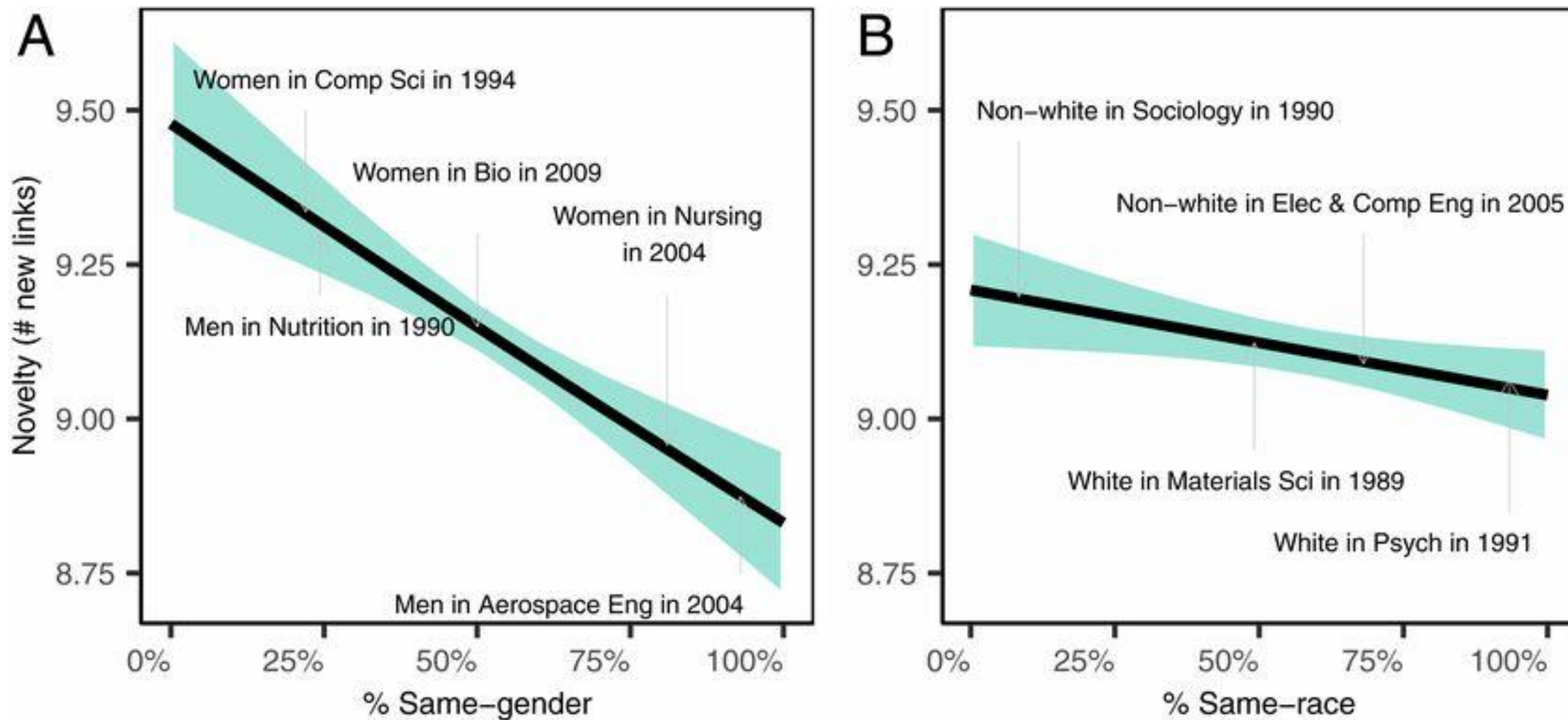
210

41

The Diversity–Innovation Paradox in Science

Bas Hofstra^{a,1}, Vivek V. Kulkarni^b, Sebastian Munoz-Najar Galvez^a, Bryan He^b, Dan Jurafsky^{b,c},
and Daniel A. McFarland^{a,1}

PNAS | April 28, 2020 | vol. 117



Diversity improves performance and outcomes

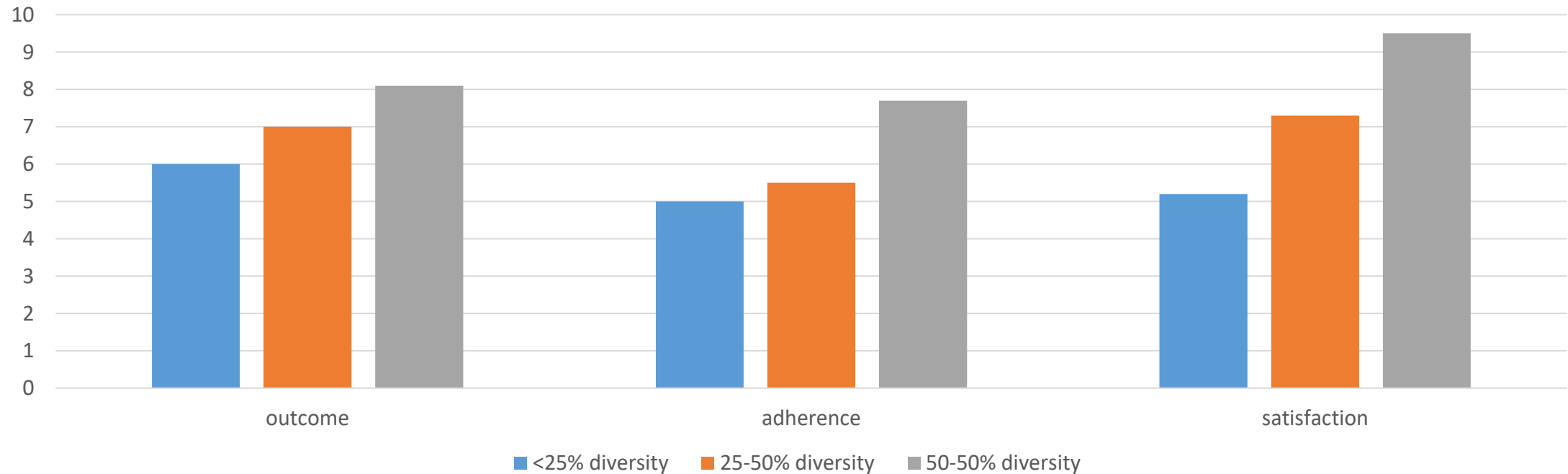
L. E. Gomez, M.D., M.B.A., Patrick Bernet, Ph.D.

JOURNAL OF THE NATIONAL MEDICAL ASSOCIATION
VOL 111, NO 4, AUGUST 2019

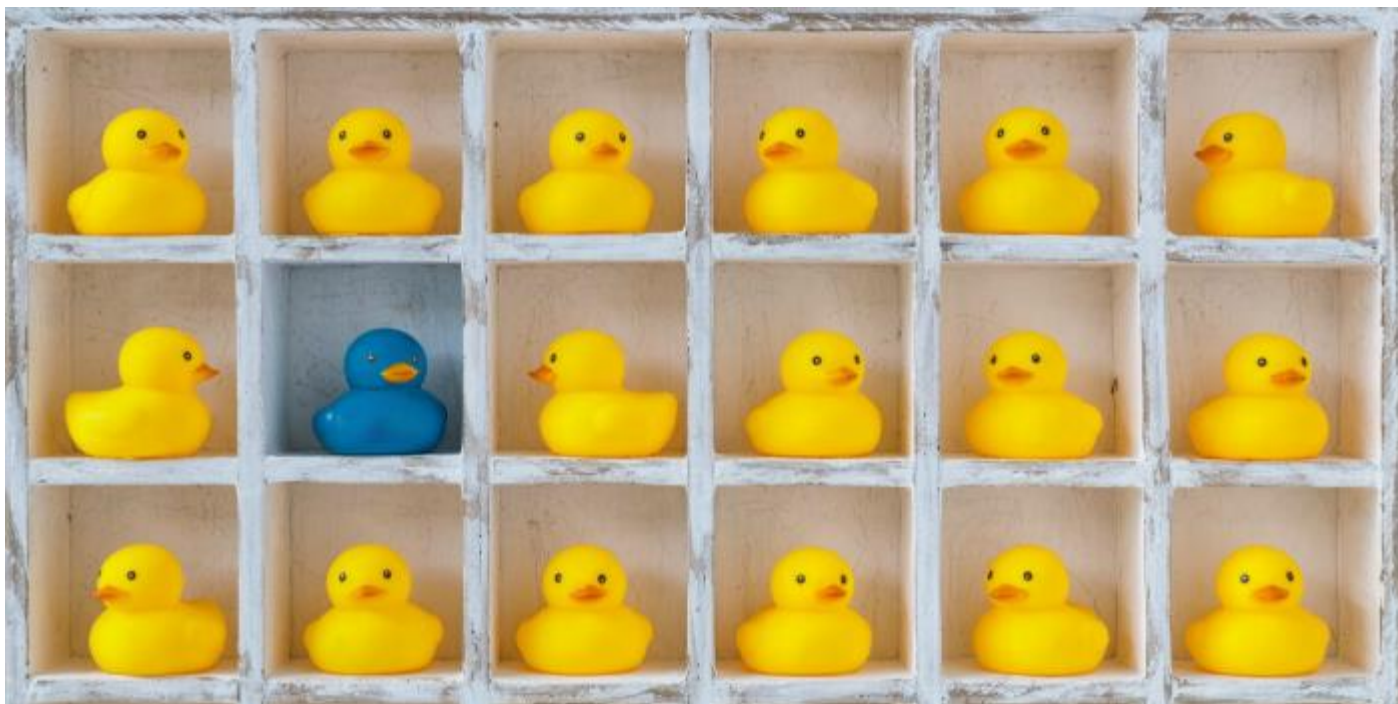
Review	Methods and setting	Diversity dimension	Findings
Outcomes studies			
LaVeist, Pierre, 2014. ⁸	This meta-analysis cites 25 studies of diversity and cultural competence in the healthcare industry.	Workforce diversity in: Race, Ethnicity. Outcomes: Patient compliance, Consumer satisfaction	<ul style="list-style-type: none">• More diverse medical teams gave more accurate diagnoses, had higher patient satisfaction, and saw greater compliance.• This study also hints at lower long-term costs as another possible benefit.
Jerant et al.2011 ⁹ <i>Healthcare Focus</i>	Measures patient-physician concordance, care management process measures.	Concordance between physician and patient race and/or gender.	<ul style="list-style-type: none">• Three of 24 measures showed positive findings, such as a higher likelihood of mammography adherence for female patients with female doctors. All other measures showed no association with concordance.
Schnittker, Liang, 2006. ¹⁰ <i>Healthcare Focus</i>	1999 survey of 4000 patients about concordance and encounter impressions.	Concordance between physician and patient race and/or gender.	<ul style="list-style-type: none">• No significant association between concordance and impressions, such as, whether the patient felt the doctor "knew enough or asked enough questions about your health".

Addressing Workforce Diversity — A Quality-Improvement Framework

Lisa S. Rotenstein, M.D., M.B.A., Joan Y. Reede, M.D., M.P.H., M.B.A., and Anupam B. Jena, M.D., Ph.D.



Leden Raad van Bestuur NL ziekenhuizen



- 72 ziekenhuizen met 190 bestuurders
- 119 mannen en 71 vrouwen
- 1 (één) van de 190 heeft cultureel diverse achtergrond



TIME TO

IMPROVE

**“Je gaat het pas
zien als je het
door hebt”**



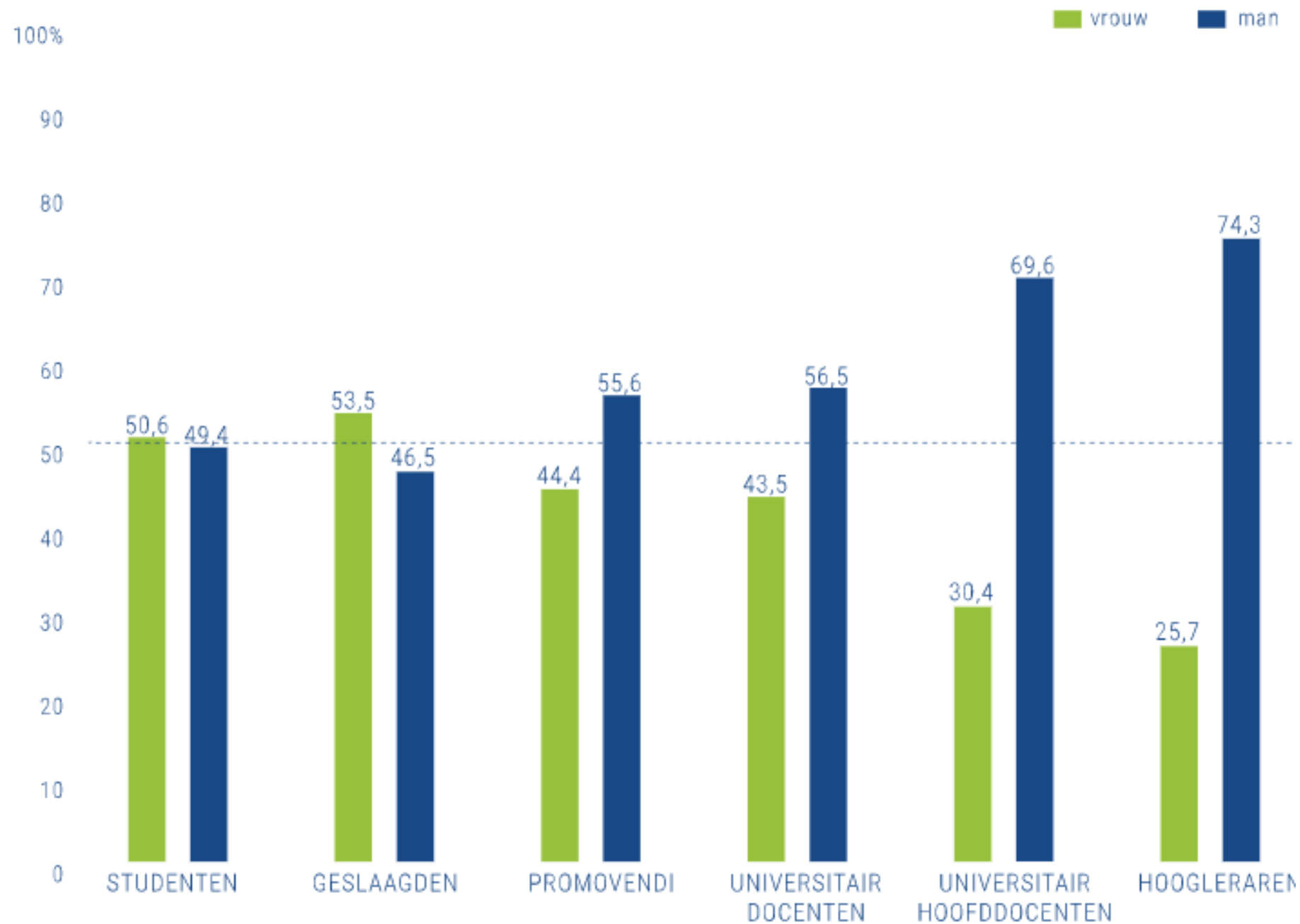
A photograph of an astronaut in a white spacesuit on the moon's surface. The astronaut's helmet visor reflects the lunar landscape. The background shows the dark, cratered surface of the moon under a starry sky.

**Houston,
we have an
opportunity.**

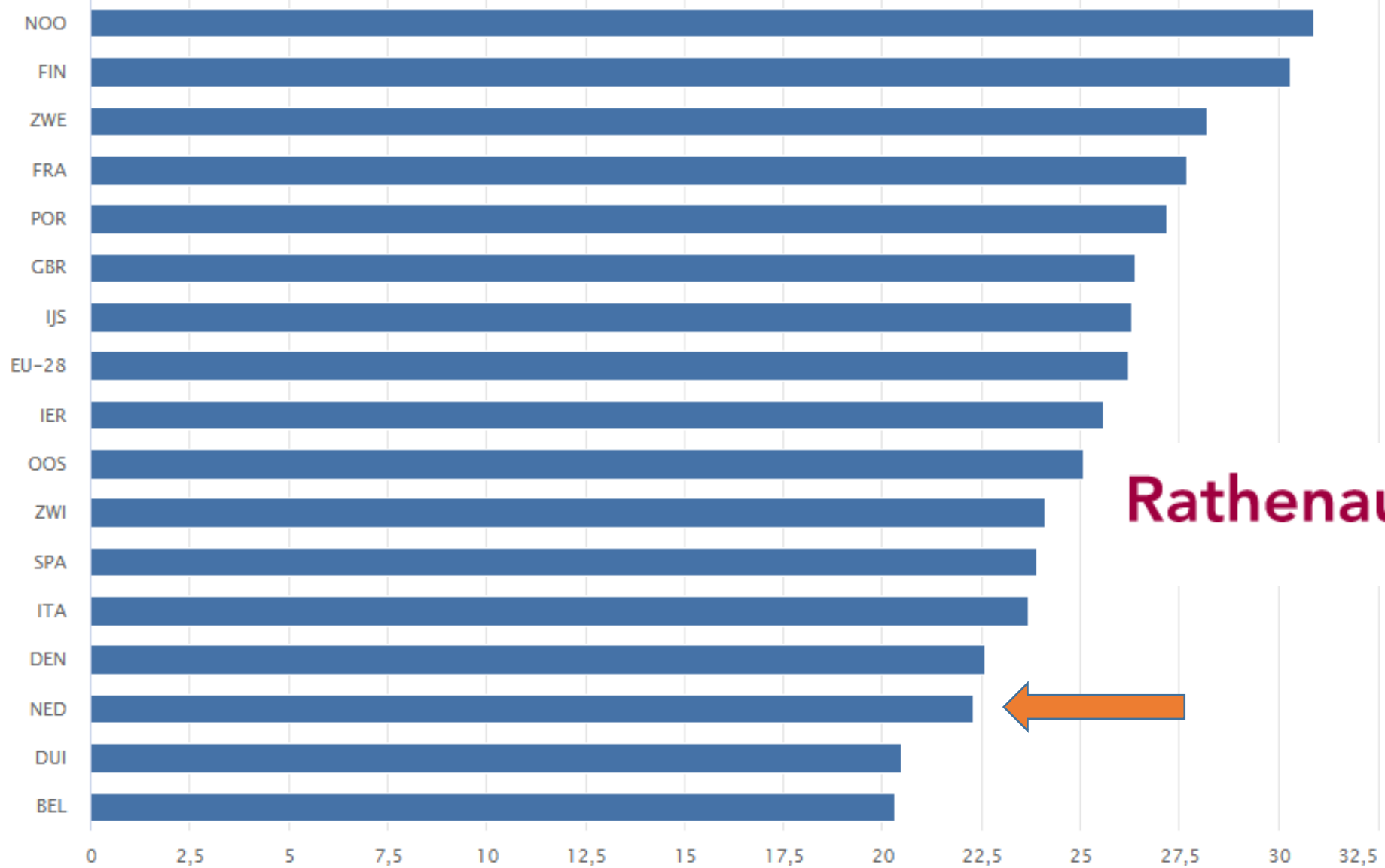


ROLE MODEL





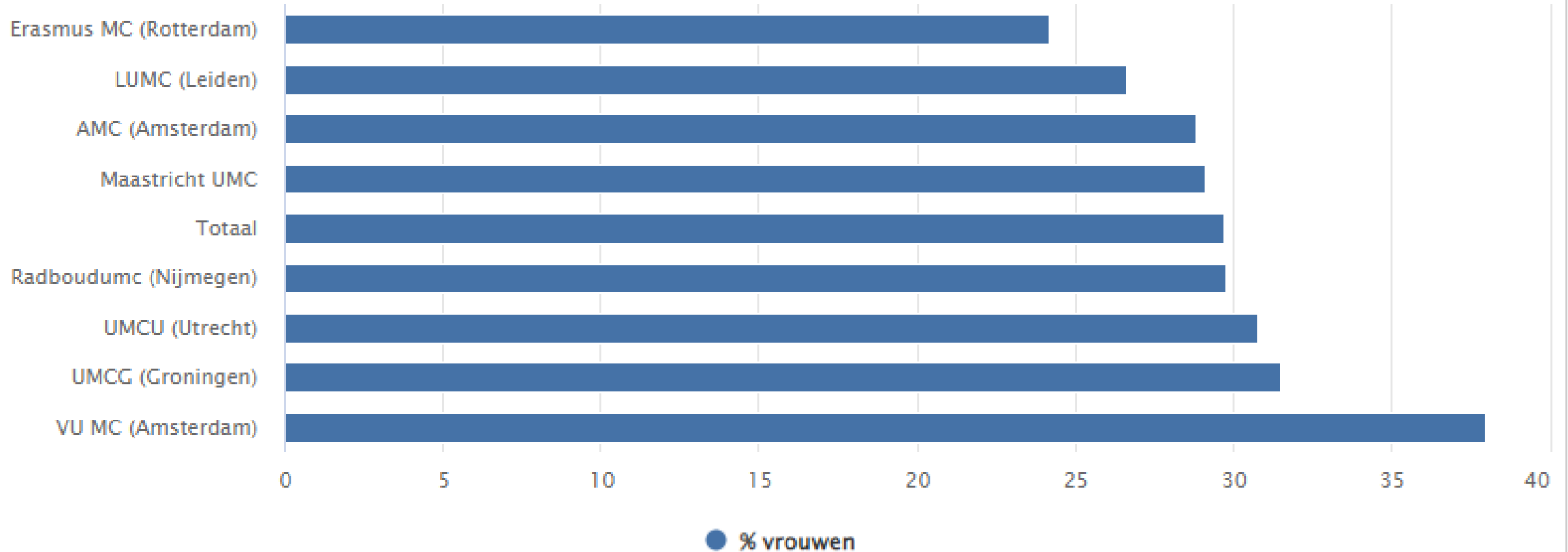
Het aandeel vrouwelijke hoogleraren in een aantal EU-landen in 2018 (%)



Rathenau Instituut



Het aandeel vrouwelijke hoogleraren bij universitair medische centra op basis van personen in 2022





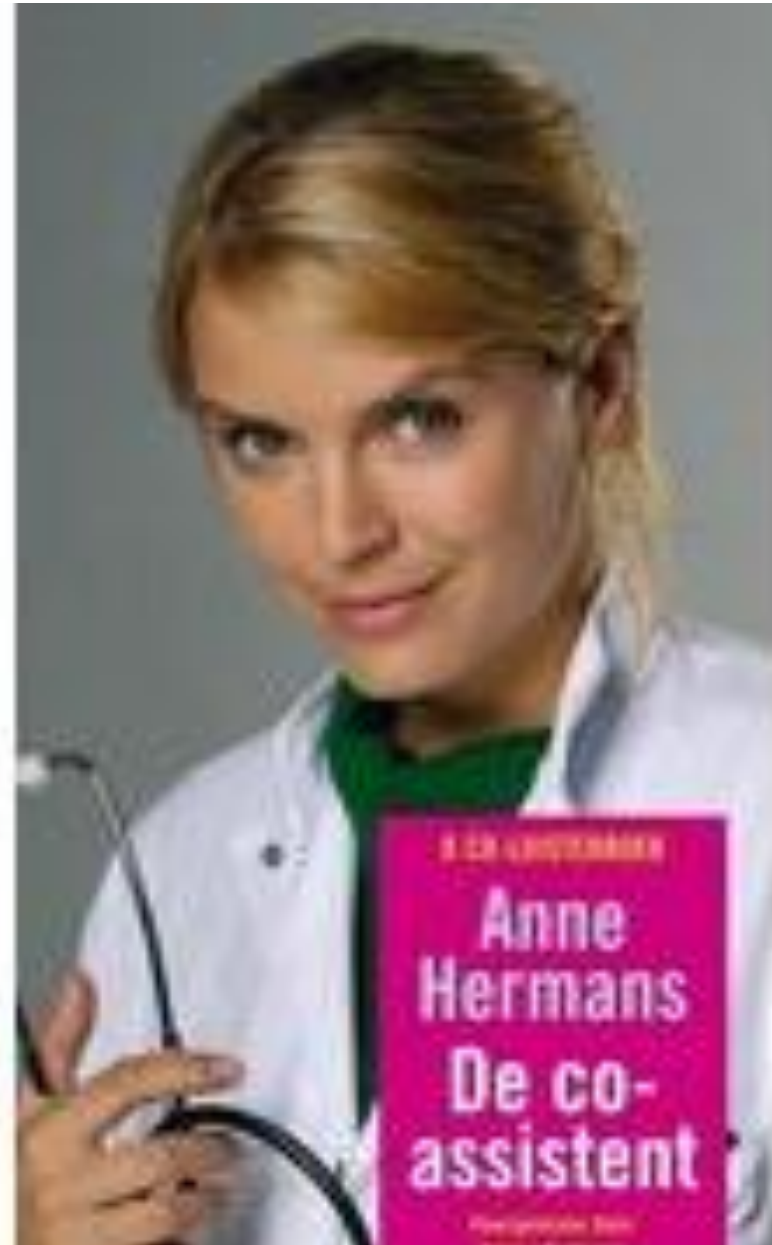
Teveel 'blonde paardenstaarten' bij geneeskunde

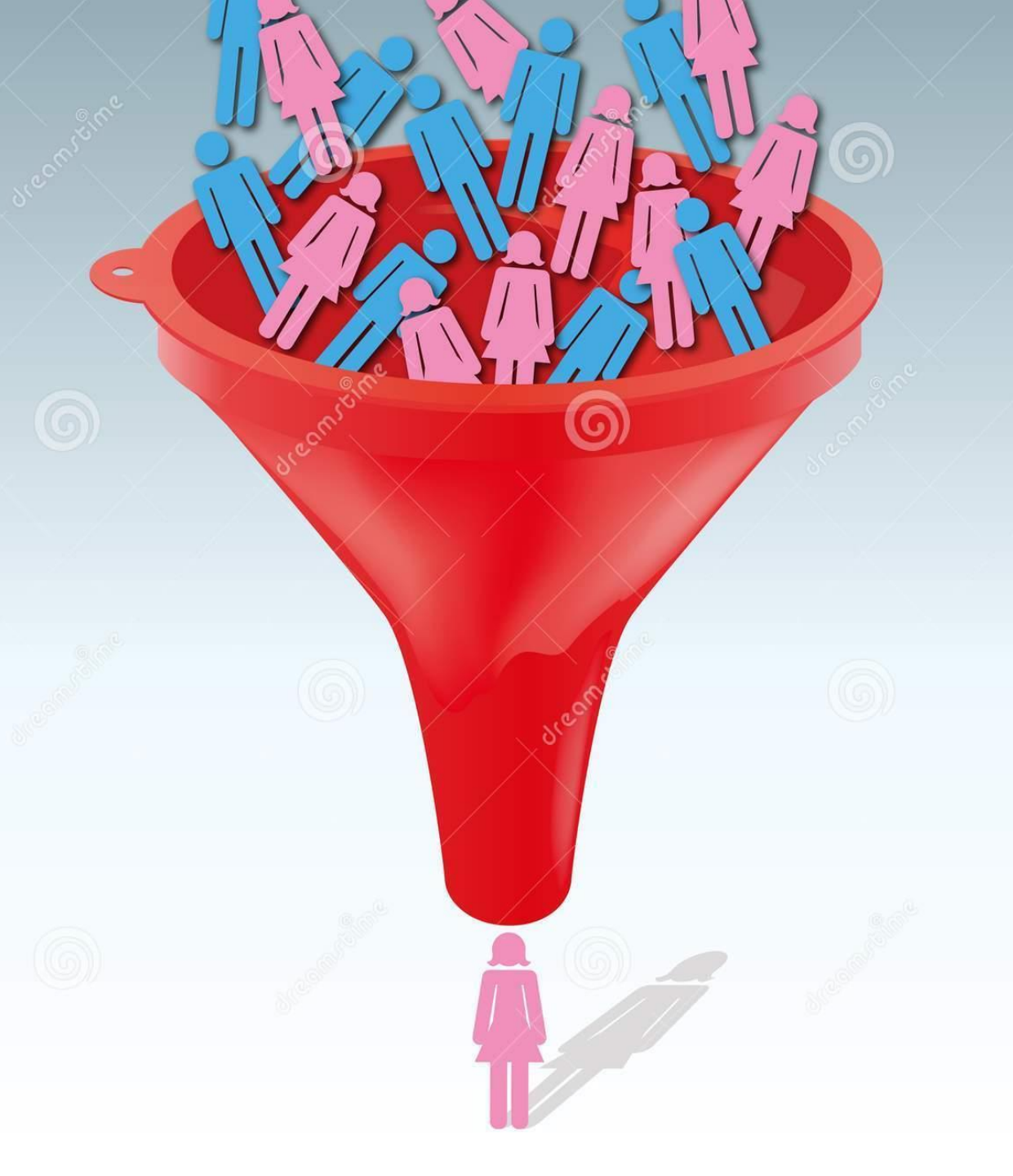
Het succesvolle amendement is een nieuwe zet in een langlopend schaakspel over selectie in het hoger onderwijs. Jarenlang was loting de gangbare manier om de schaarse opleidingsplaatsen te verdelen. Dat leidde tot de nodige kritiek, omdat er nauwelijks werd gekeken naar de motivatie van de aankomend student.

In 2017 werd daarom decentrale selectie ingevoerd, waarmee onderwijsinstellingen wél konden sturen op hun instroom. De meest gemotiveerde studenten werden op basis van toetsen, cijfers en motivatie uitverkoren. Maar ook dit bleek omstreden: laat je het aan de opleidingen zelf over, dan selecteert men opvallend veel 'blonde paardenstaarten' uit welvarende gezinnen, zei onder meer de landelijke vereniging voor geneeskundestudenten. Terwijl er juist veel behoefte is aan artsen uit alle lagen van de bevolking. Door selectie [krijgt inderdaad niet iedereen dezelfde kansen](#), bevestigde de Inspectie van het onderwijs onlangs nog.

Extra drempels voor scholieren met een achterstand

Minister Dijkgraaf voegt in zijn wetsvoorstel daarom opnieuw loting toe aan het instrumentarium. Dat moet de kansenongelijkheid in het hoger onderwijs weer wat verkleinen, al blijft ook decentrale selectie nog in de gereedschapskist. Dat wordt door het amendement deels teniet gedaan, meent Dijkgraaf. Die







**Uitreiking Corrie Hermannprijs aan
prof. dr. Denise Eygendaal**

- Toenemende gender diversiteit in medische opleiding en posities, maar tegenvallende culturele diversiteit
- Beeld is ongelijk verdeeld over disciplines
- Er is volop bewijs dat diverse teams beter presteren op uitkomsten, klant/patient satisfactie, innovatie en werkplezier
- ‘Affirmative action’ betekent het probleem onderkennen, doelen stellen en daarop selecteren
- Rolmodellen !