

# AAWEP's Catalyst Award for Gender Equity in Emergency Medicine

The Catalyst Award for Gender Equity in Emergency Medicine is a prestigious recognition presented to a department, group, or clinical site that has shown outstanding dedication to advancing the well-being and career fulfillment of women physicians in emergency medicine. This award symbolizes honor and distinction in the promotion of gender equity within the emergency medicine community.

## Eligibility

Any AAWEP or ACEP member may nominate a department, group, or clinical site that has demonstrated a strong commitment to promoting the advancement of well-being and career fulfillment of women physicians in emergency medicine.

We understand that various employer models present different challenges to promoting family leave. We also believe that when there is a true commitment to healthy work environments, any practice environment can promote the well-being and professional fulfillment of women emergency physicians. With this in mind, our goal is to select an award recipient from an employed model and a contractor model, which in turn, will help more groups and practice models learn best practices that can be applied in a variety of settings.

## Criteria

Nominated organizations should exhibit exemplary efforts in the following areas:

This award sets a high standard for recognizing departments, groups, or clinical sites that champion the professional growth and well-being of women physicians. To ensure alignment with best practices, the award criteria include:

1. **\*\*Equitable Recruitment and Advancement Policies\*\***: Nominees must demonstrate the implementation of policies and practices aimed at unbiased recruitment, hiring, and advancement, ensuring parity in compensation among all employees regardless of gender.
2. **\*\*Networking and Mentorship Support\*\***: Employers should be proactive in promoting and supporting networking and mentorship opportunities tailored specifically for women physicians, fostering their professional development and advancement.
3. **\*\*Flexible Scheduling and Family-Supportive Practices\*\***: Nominees strive to implement family-supportive practices, including flexible scheduling options that facilitate the professional advancement and retention of EM physicians with childcare and other dependent care responsibilities. These practices should be visible, easily accessible, and free from stigma or penalty.

4. **Culture of Support and Inclusivity**: Employers must cultivate a culture where family-supportive policies are not only present, but actively encouraged and utilized without fear of repercussion. This culture should be evident from the recruitment stage onward, promoting inclusivity and support for all physicians.

5. **Support for Significant Life Events**: Nominees should have policies in place to support physicians during significant life events such as new parenthood, major medical illness, family death, divorce ensuring that physicians feel valued and supported during these crucial times.

6. **Lactation Facilities**: Special consideration should be given to the needs of postpartum women, access to adequate lactation facilities.

By adhering to these best practices, nominees for this award demonstrate a genuine commitment to fostering a supportive and inclusive environment that empowers women physicians to thrive both personally and professionally.

#### Entry Procedures and Selection Process

Any member of the medical community may nominate a candidate by completing a nomination form outlining the nominee's achievements in promoting the advancement and well-being of women physicians. Nominees are encouraged to provide letters of support from people that work at the site that is nominated who can attest to the culture and practices that reflect the award criteria. In addition, we encourage uploading supporting documents including metrics, policies, and procedures that show clear evidence of the culture described in the award criteria. The nomination form, along with supporting documents, should be submitted through the designated online platform on the organization's website. Each nominee should receive only one nomination. The deadline for submissions will be publicly announced, and confirmation of receipt will be sent via email.

#### Judging

Nominations will be evaluated by the AAWEF Awards Committee, with recommendations subject to review by the executive committee of AAWEF. The decision of the awards committee reserves the potential to grant multiple awards or choosing not to award if no nominee meets the criteria of sufficient merit.