



WOMEN IN MEDICINE

PHYSICIAN LEAD: Dr. JoyAnne Krupa

With support from East Kootenay Division of Family Practice:
Jacqui van Zyl, Program Manager
Hanlie du Plessis, Project Coordinator



STEERING COMMITTEE

Dr. JoyAnne Krupa, Invermere
Dr. Stephanie Nolan, Cranbrook
Dr. Katherine Wight, Cranbrook
Dr. Sarah Pearce, Fernie
Dr. Meghan Guy, Golden

The steering committee meets quarterly, reviews surveys, and plans activities based on needs assessments and input from physicians.

KEY PROGRAM COMPONENTS

Quarterly Virtual Lunch & Learns

- Zoom sessions
- Referral Bias: Dr. Hilary Brotherhood – Sept.13, 2024 (20 attendees)
- Mindfulness and Self Compassion: Dr. Jennifer Baxter – April 11, 2025 (22 attendees)
- Q&A valuable part of presentations
- Open to all EK physicians

Objective: Medical education around priority topics for gender equity and wellness

Virtual Half-Day Workshop

- 30+ regional female physicians came together
- 2-hour moderated panel discussion on female physician leadership
- Topics included: Journey to leadership, challenges and successes, lessons learned

Objective: Community, networking, mentorship

In-person Annual Retreat

- A family-friendly weekend at Fairmont Hot Springs Resort
- Key Note: Dr. Jane Healey and Dr. Paul Healy - Physician Financial Independence
- Workshop: Dr. Cecile Andreas – Leadership and Resilience
- Wellness sessions including yoga and meditation

Objective: Community, networking, mentorship, professional development, leadership, medical education, wellness.

June 2025 retreat funded by EK Division and Rural CME SPIFI funding, in partnership with Facility Engagement.

SUPPORTING, EMPOWERING & CONNECTING FEMALE PHYSICIANS

The East Kootenay Women in Medicine initiative connects physicians in the region who want to drive system changes in the area of gender equity. The initiative addresses unique challenges faced by women in medicine by fostering professional development, promoting wellness, and advancing gender equity in the field. Focus areas:

- Leadership
- Community building
- Championing women in medicine

The initiative extends across a geographically large region that includes eight communities situated over 80,000 sq. km.

WHY IT STARTED

"100 per cent of female physicians in our region said they've experienced gender based challenges in a recent survey conducted by EK Division of Family Practice. We need to empower all physicians with the knowledge and skills to identify inequities, create change, and lead the next generation of doctors to a better future for everyone."

~ Dr. JoyAnne Krupa

TOP CHALLENGES FOR LOCAL WOMEN IN MEDICINE (SURVEY RESULTS)

- Personal responsibilities (e.g., childcare, home life) – 79-81% mentioned this as a concern.
- Gendered expectations in the workplace – 69-70% feel they are expected to provide more emotional support and spend longer on patient visits.
- Discrimination from patients – 59-64% experience this.
- Discrimination from other providers – 46-52% reported this issue.
- Lack of leadership representation – 30-35% feel they are underrepresented in leadership roles.