



## **American Medical Women's Association Commitment Statement on Clinician Well-Being**

For over a century, the American Medical Women's Association (AMWA) has been the leading organization to address issues faced by women physicians. The concern about stress and burnout among physicians and physicians-in-training has risen to the forefront in AMWA over the past several years. Although some studies indicate that women physicians are at greater risk for burnout, many studies do not look at gender-based differences. Burnout may have different manifestations in men and women, making it challenging to identify the issue, determine incidence, and develop interventions. As women are more likely to suffer from "imposter syndrome," the impact of diminished sense of "professional accomplishment and competence" may be greater among women physicians. In addition, there may be other gender-based differences in the risk factors for burnout; for example household responsibilities and gendered expectations, unconscious bias, or work place harassment. The relative impacts of these on the risks for stress and burnout have not been established, which impairs development of prevention and intervention initiatives.

AMWA's initial efforts in the area of burnout have included

- Yearly educational sessions addressing an area of physician wellness
- *Physicians in Crisis* web-based resource
- Task Force on Depression and Suicidality
- Task Force on Physician Wellness
- Resident Division wellness brochure
- AMWA resolution passed by the AMA requesting a study on the availability of childcare services at healthcare institutions, a factor often cited by AMWA members as a source of stress
- Discussions with key stakeholders (e.g., ACGME, AMA) on physician burnout
- Graduate Medical Education Task Force to address resident wellness, among other topics

AMWA is committed to spearheading research on burnout in female physicians at all levels of training/practice. Research questions include:

1. What is the prevalence of burnout and its consequences among women? '
2. How does burnout manifest in women?
3. What are the risk factors for burnout among women?
4. What are the relative impacts of
  - a. demands outside of the home and those at work?
  - b. gendered expectations in both environments?

- c. unconscious bias
  - d. the “glass ceiling”
  - e. bullying and sexual harassment
  - f. the imposter syndrome, self-blame, and/or stereotype perception
5. Does the use of an EHR correlate to burnout among women?
  6. Are women physicians seen as more accessible during after-clinic hours and does this lead to additional hours of work? If so, how does this impact the risk of burnout?

*About AMWA*

*The American Medical Women’s Association (AMWA) is an organization that functions at the local, national, and international level to advance women in medicine and improve women’s health. We achieve this by providing and developing leadership, advocacy, education, expertise and mentoring and through building strategic alliances. Founded in 1915, AMWA is the oldest multi-specialty organization of women physicians. As the vision and voice of women in medicine for over a century, AMWA empowers women to lead in improving health for all, within a model that reflects the unique perspective of women.*