

## **Outputs – the WWPWFM Revised Action Plan 2009-2010**

ACTION PLAN FROM TRIENNIAL WONCA MEETING  
WWPWFM JULY 2007, SINGAPORE

UPDATED at the UEA WWPWFM Interim Meeting June-July 2009

**The following are the steps of the Action Plan for 2007-2010 for the WWPWFM, as developed and agreed at the UEA meeting.** They are annotated with specific activities agreed.

### **1. Promote implementation of Gender Equity Bylaw Amendments**

This has been brought to the stage of being submitted for voting at Cancun 2010.

Actions

- Chair AH to write to all current World Council representatives with brief report of meeting and noting the importance of this work, seeking their support
- To request observers at bylaws voting – Amanda Barnard letter to World Executive representatives – then follow up letter requesting observers
- WP Executive to review terms of reference for the Standing Committee on Equity
- Work towards seeking female representatives for Council and for Chair of Equity Committee.

### **2. Ensure that Wonca 2010 (Cancun) and other Wonca regional and rural meetings have gender equitable programmes**

Actions

- the Gender Equity Standards 'GES' Statement to encourage all Wonca groups to this good practice was signed off by delegates, and will be presented to Wonca Executive in their first 2010 meeting (AB/AH/CL/LC)
- A meetings' Gender Equity checklist/Scorecard is to be developed and piloted at regional and triennial meetings (CL+ Eleni OD)
- This should inform the monitoring function of the Equity Committee in longer term

### **3. Develop a Code of Conduct for Wonca Scientific Meetings to promote equity for women and related ethical issues**

Actions

- The Gender Equity Standards Statement passed at the UEA meeting ('GES') is the result of this action

### **4. Support Wonca activities in ensuring Family Medicine is a respected specialty throughout the world**

- This is enacted via each member in every way they can. The WP's specific action is to ensure that relevant gender perspectives are considered.

## **5. Promote development of young/new family physicians with particular attention to overcoming their challenges and barriers to full development**

The UEA meeting had the support and encouragement of the next generation as a primary aim and attracted 16 of its delegates from doctors early in their careers. The meeting confirmed our support for an '**emerging leaders**' network and specific set of activities within the Working Party (see further notes below).

### Actions

- To retain and extend our activities around career development and support for early careers in family medicine at Wonca events.

## **6. Further partnering with Rural Working Party**

### Actions

- Joint workshop with rural at Cancun (AB)
- Formalise link with Wonca Rural working party (AB)

## **7. Explore, promote and translate the 10 Steps to Gender Equity and Health into the core publications and mission statement of Wonca**

### Actions

- Work to amend the Wonca guidebook to reflect a gender equity perspective – ZL (Dada) + TL.

## **8. Work within Wonca to ensure that the ICPC codes can deliver accurate information about the issues highlighted in the care of women patients**

### Action

- Barb Lent ,Nandani de Silva, Kalthoom Mohamed

## **9. Support members of the WP to showcase the ways in which their practice and research contribute to the care of women patients, by sharing these in the group and presenting related work in Wonca meetings**

### Actions

- Stories and women's track for Cancun are proposed –Bea Lyons + ELs
- Electives and exchange programme commenced to meet this aim: aim to extend WWPWFM profile via offering placements to younger women doctors Nerissa Koehn / AH

**10. Ensure that our website, list serve, meetings and all communications are effective and inclusive, serving the purpose for which the WWP has been set up, and progressing this vision by celebrating the work we are doing**

Actions

- Functionality of website (AB), nominations process, (NdS, CL), and bursary criteria (AB, DP-J) being developed out of this meeting
- Website: (AB to co-ordinate but delegate others)
  - standard downloadable introductory material that can be adapted for presentations (such as PowerPoint's, Posters etc)
  - include archive and history
  - repository (articles by members, handover, other links)
  - Working documents- update, translation and slides of history
  - Singapore collage (Dada)
  - Database of special interests (articles/publications/topic areas/themes/ broad area of action plans)
  - Links with Wonca information.

**11. Provide mentorship to others within the group as requested, specifically the younger participants whose careers are still being developed**

Action

- Ongoing following UEA 2009 including networking in younger women's group and leadership work

**12. Commit the Working Party to continue to address issues of linguistic diversity**

– for example, by endeavour to ensure that the core material we prepare for each regional meeting (flyers, HER statement...) is available in the language of the host organisation as well as the preferred language.

Actions

- Ibero-America group – some documents in Spanish for Cancun

Research and sexuality workshops in Spanish and English for Cancun

**13. Create and apply for prizes**

for recognition of the work done by a family physician who has embodied the issues of gender and equity for women in their clinical and academic practice: also for a younger doctor of exceptional achievement

Actions: Mimi and ZL (Dada) and CL

#### **14. Continue to secure and distribute bursaries for travel to maximum effect using the budget in an equitable fashion**

Actions

- UEA continued this tradition, and will continue for Cancun (incorporated in many other actions)
- 'GES' incorporates a principle on this.

#### **15. Improve representation of early career family practitioners in Wonca**

Actions

- *Agreed* involvement of regional 'emerging leaders' on the WWPWFM Executive Lobby for a position for an early career member on the Wonca executive – CL/Michael Kidd to assist development of process for this

#### **16. Working closely with established early career organisations to ensure gender equity within their organisational structures and workings**

Action

- Action via Emerging Leaders group – contacts in Vasco da Gama, Rajakumar and member organizations

#### **17. Partnering with WHO, professional bodies and NGOs**

Actions

- Named links for Executive and Emerging Leaders
  - Clarification of how WWP works with WHO –AH/MK
  - Specifically suggest a rep to MCH from WWPWFM – Mimi
  - HIV/Aids – Atai, Kate, Jane N

#### **18. Research**

Actions

- Workshop at Wonca on Research 101 – see Cancun Schedule
- Connect with research WP (AH)

- Prepare appropriate projects – domestic violence one example (AH/ KM/AB/other)

## **19. Leadership and education**

### Actions

- Convene a 'writing forum and feedback'
- Support members to submit abstracts and present these at all Wonca meetings
- Action – any member can contact Exec and will be assisted

## **20. Policy and practice**

### Actions

- Promote principle of clinical and mentoring partnership workings between post-industrialised systems and those in transition – 'twinning'
- Develop appropriate projects to compare clinical situations e.g. on domestic violence.