



Women in Medicine
in Ireland Network

2021

ANNUAL

REPORT

PREPARED BY

Dr Sarah Fitzgibbon

Reporting Period: Jan 2021-Dec 2021
Charity Tax Exemption Number: pending
Charity Registration Number: 20206257



WiMIN.ie

Directors

Chair

Dr Sarah Fitzgibbon

Secretary

Prof Aine Carroll

Treasurer

Dr Vicki Marchant

Trustees

Dr Noirin Russell

Dr Frances Stafford

Dr Criona Walshe

Committee Members

Dr Kate McCann

Dr Rose McCullagh

Dr Fiona Monahan

Charity Regulatory Authority number

20206257

Charity Tax Exemption number

pending

Principal Bankers

Bank of Ireland
Wilton, Cork

Chair's Report

The Women in Medicine in Ireland Network (WiMIN) was founded in December 2017 by Dr Sarah Fitzgibbon, when she asked her colleagues if they would be interested in joining an organisation specifically for female doctors and medical students.

From surveying the initial interest group of 100 people, the network's mission and goals emerged. The purpose of the organisation is to promote, support and encourage female doctors and medical students in Ireland, and to highlight the gender inequities that exist in our profession.

The first WiMIN conference was held in Dublin in September 2018, followed quickly by another successful conference in Cork in March 2019. Preparations were well underway for our third conference in Belfast, due to take place on 20th March 2020, when Covid 19 hit and our members were placed in the unexpected position of navigating a global pandemic both professionally and personally. Many of our WiMIN were working at the acute frontline in the community, hospitals and in positions of medical leadership.

Naturally, the progress of the Women in Medicine in Ireland Network was impeded by this national crisis, and many of our goals and aspirations for the network had to be set aside.

However, we proceeded to hold a virtual conference in March 2021, with many of the speakers who were originally booked for our Belfast event. This conference allowed 100 WiMIN members to gather together, albeit virtually, to discuss many issues affecting our profession including discrimination, migrant health, environmental health, and combatting gender stereotypes.

Throughout 2021 we held a number of other less formal virtual get-togethers, which gave our members the opportunity to debrief on the difficult experiences of the pandemic and to share their stories to support others.

Dr Fitzgibbon also presented and participated in events organised by other organisations, including the Irish Public Service 30% Club Conference, the Royal College of Physicians in Ireland (RCPI) International Women's Day event, UCC Feminist Society, Mná@UCC, RCPI Trainees' conference, UCC Law Society, BIAS: Inequality in Women's Health and Research, and the Women's Health Taskforce.

WiMIN also facilitated a media workshop for members through the Women on Air initiative, and collaborated with MedCafe to deliver webinars on reflective practice and on women's health.

WiMIN supported the new student-led organisation Access Med Ireland, whose purpose is to increase access to medical education for people from lower income backgrounds. We sponsored a scholarship for a student to sit the HPAT medical entrance exam and worked with the Access Med leadership to reach out to other potential sponsors and advocates.

Throughout 2020 and 2021, we worked through the process of formally achieving charity status, and were delighted to receive Charitable Status Approval on 1st October 2021. We are looking forward to continuing to deliver support and encouragement to our expanding membership, and doing so in a clear, transparent and effective way by adhering to good governance guidelines.

Fundraising and Finance

We are very fortunate to have received ongoing financial support from a number of organisations since our inception. This is through charitable donations and sponsorship of our key events. We have a policy of not accepting financial support from the pharmaceutical industry.

Our sponsors include:

IMO Financial Services
Medisec Ireland
Medical Protection Society
Heath Services Staff Credit Union
Irish Hospital Consultants Association
Medcafe
Challenge Medical Indemnity
Match Medics
Amboss

We are a membership organisation with a sliding-scale membership fee structure

Our annual membership fees*:

Consultant/GP €40 annually
Non-Consultant Hospital Doctor/Trainee: €30 annually
Student/Retired Doctor: €10 annually

*Note: During the pandemic (mid 2020 to end 2021), recurrent subscriptions were paused, to reflect the reduced activity of the organisation

Volunteers and employees

The organisation has no paid employees
Our conferences are facilitated by our student volunteers and our committee members

Summary of Financial Position

	2021 (€)	2020 (€)
Membership fees	3266	2570
Speakers Fees (incoming)	500	300
Sponsorship	2000	11125
Income from Donations	-	300
Conference registration fees	-	4755
Refunds	530	291
Total Income	6296	19341
Website/Branding/eCommerce	1006	1059
Sponsorship (out)	453	-
Refunds (conference cancellation)	4535	3665
Affiliate membership fees (MWIA, NWCi)	2166	2984
Conference expenses	1140	1690
MWIA conference expenses	-	821
Media training fee	350	-
Total Expenditure	9650	10219
Surplus/(Deficit) for the Period	(3354)	9122

Commentary on Finances

Our chief source of income, outside of membership fees, is revenue from our conferences.

The 2020 conference which was due to be held in Belfast had to be postponed, and was eventually converted to an online event. Some delegates required a refund for their registration fee, while others rolled the fee over to the virtual conference.

Some sponsors also required refunds of their funding.

WIMIN was due to be represented at the Medical Women's International Association (MWIA) Northern Europe conference in 2020; this was also cancelled, and refunds issued.

These financial ins and outs resulted in a deficit for the financial year 2021 of €3354. Cash in bank at January 2021 was €15,176, and at 31st December 2021 was €11,812.

2022 is expected to show a return to surplus, as the return of in-person conferencing and an increased membership revenue is anticipated.

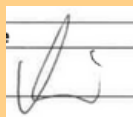
Annual Report prepared by: Dr Sarah Fitzgibbon

Signed and approved by:

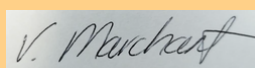
Dr Sarah Fitzgibbon



Prof Aine Carroll



Dr Vicki Marchant



Summary of WiMIN Activities

December 2017



TAKE SURVEY

First 100 subscribers

Conference | Collegiality | Mentorship | Support | Advocacy | Information |

What's the Problem?



- Unconscious bias
- Inappropriate PPE
- Gender Pay Gap
- Harassment/Bullying
- Untitling
- Leadership Gap
- Glass ceiling
- Gender Pension Gap

What are we Doing?

Online events

- Virtual coffee morning
- Virtual afternoon tea
- International Women's Day
- Media training
- Wellbeing webinar
- Dr Suzanne Koven

Conferences

- Dublin Sept 2018
- Cork March 2019
- Belfast 2020
- Virtual 2021
- Limerick 2022

Mentorship pilot

- 2019
- 13 matched pairs
- Feedback survey
- Ongoing recruitment of mentors and mentees

Collaborations

- BIAS (RCSI/Rotunda/SFI)
- dotMD
- RCPI
- AkiDWA
- Women on Air
- AccessMedIreland
- MedCafe

Affiliations

- MWIA - affiliated June 2019
- Medical Women's Federation (UK)
- National Women's Council of Ireland

Engagement

- UCC MedSoc
- UCC FemSoc
- UCD MedSoc
- UCC Medical Research & Tech Soc
- UCC LawSoc
- Mná@UCC
- RCSI AWS
- ICGP faculties
- Surgeon Noonan Society
- Avondale United Girls Football
- UCD Athena Swan

Advocacy

- Letter to Irish Medical Council requesting the reduction of fees during maternity leave
- Contributed to FGM guideline for HCPs published by AkiDWA
- Supporting AccessMedIreland to lobby for widening access to medical education (and providing HPAT scholarships)

Charity status

- Charities Regulator registration completed October 2021
- Constitution, board and annual reporting processes set up
- Governance and regulation

#BrigidCross

- Social media campaign February 2022
- Daily posts highlighting gender inequities and biases
- Average reach 10k



#SundayWiMIN

- Ongoing social media campaign, commenced December 2018
- Celebrates a different female medic every week
- Nominations received through SoMe and website
- Average reach 30k



@WomenMedIreland



/WomenMedIreland



womenmedireland



hello@wimin.ie



www.wimin.ie

