“Responding to the Pandemic Together” Programme
Event 15: Challenging the Narrative on leadership in Gender Equity during the COVID-19 Pandemic
Delivered by the Workforce Development Hub and the Academic Pharmacy Section
Moderator

Toyin Tofade, MS, PharmD, BCPS, CPCC, FFIP

Dean and Professor, Howard University College of Pharmacy
Secretary, FIP Academic Pharmacy Section
WDH Lead: Leadership Development
AIM Advisory Committee Member
FIP Program Committee Member
@hurxdean
Welcome to the “Responding to the Pandemic Together” events

*FIP’s Special Online Programme on COVID-19*

These webinars aim to:

I. Provide relevant information and interim guidelines for pharmacists and the pharmacy workforce on Coronavirus SARS-CoV-2/COVID-19 pandemic.

II. Share and discuss strategies adopted by pharmacy leaders and workers, including our Member Organisations – in response to the pandemic.

III. Describe sector or area-specific implications, innovations and approaches adopted across pharmaceutical science, practice and education.

IV. Engage frontline workers of the health and pharmacy workforce to know about the realities facing them around the world.

V. Discuss the implications of the pandemic, particularly, shortages that have been exacerbated by COVID-19, across our nations and regions.

VI. Consider the impact of this disease on patients across age groups and with concurrent conditions.

VII. Assess and discuss the evidence behind treatments and the process of developing therapies, vaccines and tests.

To share ideas on webinar topics we should feature, or if you’d like to share your story on dealing with the pandemic please email lina@fip.org
Important Links & Resources

**FIP Covid-19 Information Hub**
A comprehensive FIP webpage containing all of our resources and outputs relating to COVID-19, including recordings of previous webinars.
Link: [https://www.fip.org/coronavirus](https://www.fip.org/coronavirus)

**FIP Facebook Group: “COVID-19 & pharmacy”**
Link: [https://www.facebook.com/groups/covid19andpharmacy/](https://www.facebook.com/groups/covid19andpharmacy/)
About the International Pharmaceutical Federation (FIP)

• The International Pharmaceutical Federation (FIP) is the global federation of national associations representing four million pharmacists and pharmaceutical scientists around the world.

• FIP’s mission is to “Improve global health by supporting the advancement of pharmaceutical practice, sciences and education.” FIP’s vision is a “world where everyone benefits from access to safe, effective, quality and affordable medicines and pharmaceutical care”.

• FIP was founded in 1912 in the Netherlands.
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Announcements

FIP Digital Events House Rules

1. This webinar is being recorded and live streamed on Facebook
2. The recording will be **freely available** at [www.fip.org/coronavirus](http://www.fip.org/coronavirus) and on our YouTube channel
3. You may ask questions by typing them into the Q&A box
4. Your feedback is welcome (webinars@fip.org)

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Learning Objectives

1. Describe the gender equity gap in health care according to the WHO report
2. Describe examples of ways women and men are challenging the narrative during the COVID-19 pandemic
3. Discuss opportunities to continually recognize the gender equity gap and those who may take on formal or informal leadership roles during the COVID-19 pandemic to “change the narrative”
Episode 15
Challenging the narrative on leadership in gender equity during the COVID-19 pandemic

Date: 11 June  Time: 15:00 CEST

In partnership with:
- Workforce Development Hub (WDH),
- FIP Academic Pharmacy Section (AcPS),
- Workforce Development Goals (WDG) 6 and 10.

Panelist
Miranda Law
Clinical Assistant Professor; FIP Global lead for WDG 6 (USA)

Moderator
Toyin Tofade
Dean and Professor (USA)

Panelist
Vibhuti Arya
Professor and Advisor; Global Lead, Gender Equity and Diversity WDG 10 (USA)

Panelist
Carlene McMaugh
Community pharmacist; Global Lead, Gender Equity and Diversity WDG 10 (Australia)

Panelist
Nadia Bukhari
Academic Pharmacist; Global lead, Gender Equity WDG 10 (UK)

Panelist
Minesh Parbat
Chief Pharmacist; Lead for Leadership Development WDG 5 (UK)
A Brief Review of the Gender and Equity Analysis by WHO
What are the current stats?

Women in Leadership

- Women constitute 70% of the global workforce but hold only 25% of senior roles
- Gender discrimination constrains women’s leadership/seniority
- Gender discrimination constrains men (i.e. those wanting to enter nursing)
- Women’s disadvantage intersects with/multiplied by other identities (i.e. race, class)
- Gendered leadership gap in health is a barrier to achieving SDGs and UHC
- Major gaps in research from low- and middle- income countries on gender and equity in the health workforce

https://www.who.int/hrh/resources/en_exec-summ_delivered-by-women-led-by-men.pdf?ua=1
What Impact is this Having?

• The health systems in the world are NOT as strong as they could be.
  • Delivered by women, led by men – 69% of global health organizations are headed by men and 80% of board chairs are men, those who are delivering the health care do NOT have equal say in design and policies of health plans.

• Occupational segregation drives the pay gap AND leads to loss of talent.
  • Women dominate nursing, men dominate surgery (horizontal segregation)
  • Men dominate senior, higher-status, higher-paid roles (vertical segregation)

• Female workers must fit into systems designed for male life patterns.
  • Gender bias, discrimination, and inequity is systemic and many countries lack policies to addressed gender equality and dignity at work (ie. sex discrimination, sexual harassment, equal pay, social protection)
  • Workplace gender equity may be 200 years away
What Needs to Be Done?

Change the narrative

• Women are the base of the pyramid that global health rests and they should be valued as change agents of health, not victims

• Prime examples of how individuals (both men and women) are leading during the COVID-19 pandemic illustrate the impact that gender roles have in healthcare provision
Speaker 2

Vibhuti Arya, PharmD, MPH
Professor and Advisor
St. John’s University
New York City Department
of Health and Mental Hygiene
Global Lead WDG 10
USA
Email: aryav@stjohns.edu

How Do We Change the Narrative?
Structural Dynamics

- Recognition of power dynamics
  - At the table, but not supported
- Intersectionality of gender and race + structural racism

HARMFUL TO ALL
Pandemic Shifts

► Work from home
  ► ALL the work shifted to home
  ► PLUS remote connections and splitting attention
► Homeschooling and housework + work productivity in the same space
► Intentionality around separation of work and home

Whose Zoom calls get prioritized?
Who gets the office space?
Led By Men, Delivered By Women… still

- Women in supportive roles
  - *Peer-reviewers, not publishers*
  - *Informal caregiving (parents + kids)*
In this moment of history… All of that and more within the space of parenting during activism
Speaker 3

Minesh Parbat, MPharm(Hons), ClinDip, IPresc

Chief Pharmacist
North Solihull Primary Care Collaborative - Primary Care Networks, UK
Global Lead WDG 6

Email: minesh.parbat@nhs.net
Mansi Shah Doshi  
India (Vadodara and Mumbai)

Profile  
Medicines Optimisation (support practice) Clinic (MOC) in community:
- Private clinic: with a Consultant Rheumatologist in Vadodara, Gujarat

Polyclinic (multispeciality clinic with medical prescribers) Mumbai, Maharashtra:
- Service development & MO support
  - Development of clinical pharmacy services and MOC/(s) in community/hospitals
Leadership during Pandemic

Practice across 2 cities (since 2011):
- Travel to and fro & Tele/Video Consultations inherent to practice
  (for education, counselling & medicines information)

Gradually Increasing Awareness in the immediate community during the Pandemic (of a Profession & Practice Largely Unknown):
- Virtual practice (during the partnership & likely blended in the future):
  partnering with prescribers & patients
- Development of virtual consultations & simpler round the clock access
- Digital/tele-Support to Individuals & Prescribers for medicines information
Challenges as a Woman, Pharmacist & Leader

- Clinical pharmacists: not front line practitioners & not 'COVID warriors'
  - Challenges: Time management with tele-consultations & provision of appropriate information beyond social media
- “Lack of awareness about & acceptance of the profession, services & impact”: general population & other HC professionals
- “Gender: not a challenge during the pandemic or otherwise in practice”
- “Seniority and experience is more significant an issue”

“this practice in India is in line with PPR, 2015 & amendment 2019 in India”
Profile

Pharmaceutical Advisor – Primary care

Dudley CCG Pharmaceutical Public Heath

Leadership during Pandemic

Rapid re-design of local End of Life care Pathway for medicines supply, to ensure those with greatest requirement for end of life medicines (e.g. injections) are prioritised for medicines.

The EOLC overnight on call service was mobilised within 72 hours of the EOLC community pathway redesign and became operational 10/4/2020.

Support with medicines requirements for the Hot or Red centre. This involved using our community pharmacy partner,


Provided input to the re-developed clinical guidelines for end of life care medicines in primary care during COVID.

Maintaining a robust governance assurance even during a pandemic.
Challenges as a Man, Pharmacist and Leader

► “Being male, during this pandemic has allowed me to demonstrate leadership in response to a changing and fluid situation”.

► “I have taken autonomous decisions to ensure a prompt response as was needed to maintain patient access to medicines, whilst ensuring safety and quality of service delivery was unaffected”.

► “More than being male, I am proud that I have been able to demonstrate strong leadership during this COVID pandemic as a minority ethnic; of which there are limited individuals within our organisation.”.
Najma Ibrahim
UK

Profile
- I am a locum community pharmacist working in Community Pharmacy in Dudley, UK

Leadership during Pandemic
- Partnership with prescribing pharmacists, nurses and doctors to provide a service for COVID positive patients
- Pharmacy was commissioned to provide end of life medication during COVID.

Challenges as a Woman, Pharmacist & Leader
- “Men and women are still not seen as equal in this day and age”
- “Extremely important to put gender role barriers aside and for all of us to come together as human beings to help and support one another”
- “Frontline workers have simply been inspiring; not only the amount of hours and effort that everyone has put in but also how hard society have worked to help support frontline workers”
Speaker 4

Carlene McMaugh, BSc, Mpharm, MPs
Community Pharmacist
Novartis
Global Lead WDG 10
Australia
Email: CarleneNgoma@hotmail.com

Leadership during CoViD-19
Leadership during CoViD-19

A brief overview of leadership and innovation arising from or adapting to the impacts of Covid-19 on health delivery and healthcare workforce
Anna Barwick BPharm (Hons) MClInPharm AACPA AdvPP(II) MPS MSHP

► Created an online portal to empower health care consumers through telehealth & health information resources
► Website includes podcasts, videos, and telehealth consults with pharmacists in a flexible working arrangement

What Anna hopes her project looks like in:
► 3 months – working trial of telehealth by pharmacists for common ailments and medication management. Hopes to accumulate evidence that this is a valued service meeting a gap in the market
► 1 year – employing multiple pharmacists to offer video content, telehealth consultations and regular blogs
► 5 years – servicing patients across Australia and potentially internationally
► Anna’s advice: Find a cheer squad - family, mentors, friends and colleagues who will pull you through when you second-guess yourself
Brad provides services in his pharmacy that assist men with urological disorders, & a related support group Australia wide.

Clinic runs 3 days a week in a consultation space seeing 20 patients a week & multiple referrals sites to the men’s health clinic or even self referral.

Dispensary business has also specialised to support this service.

During coronavirus, demand grew, which had to be balanced against increased need to utilise the space for immunisation.

Brad’s existing service provided much needed contact for people who were otherwise receiving telehealth services during isolation.
Pharmaceutical Society of Australia

Provided a leadership role in keeping pharmacists informed about CoViD-19 from the Australian perspective, as well as coordinating with multiple jurisdictions on regulation changes to assist continuity of care

► Emergency Supply – advocated for & assisted with implementation of “emergency” supply of medicines without prescription for up to 30 days supply (previously 3)

► Image Prescriptions – helped ensure pharmacists understood how to work with image prescriptions – which provided legal status to faxed & emailed prescriptions. Very complex due to conflicting state vs federal legislation

► Medicines Shortages – assisted with communications about shortages, communications to consumers about stockpiling, and worked with government to develop therapeutic substitution.

► Electronic Prescriptions – assisting with the implementation of truly electronic prescriptions (paperless), from communications, workflow impacts, and advocacy to ensure pharmacists are included in system design

► Fast, effective, clear communication through regular webinars, dedicated micro-websites, and member engagement (email, social media).
Speaker 5

Nadia Bukhari (UK-Pakistan)

Academic Pharmacist
University College London
Global lead, Gender Equity, FIP

Email: n.bukhari@ucl.ac.uk
Huma Rasheed  
*BPharm, PhD*

**Job title:**  
Assistant Professor + President NAWP

**Work place:** Institute of Pharmaceutical Sciences  
University of Veterinary and Animal Sciences  
Lahore

*What has been your role during covid19. How have you acted as a leader in your role?*

- Academic
- Researcher
- Clinician
What has been the impact on work life balance?

- Increase in workload both at work and at home
- Internet connectivity
- Housework Vs school work Vs my job

Achievements and sacrifices made?

- More productive
- Task orientated
- Brought families together
- Able to spend more time with children
Do you think men and women have the same opportunity to reach leadership position in pharmacy workforce? what are the challenges and barriers?

• No
• Work timings
• Patriarchy
What has been your role during covid19. How have you acted as a leader in your role?

- Services continued despite lockdown
- Daily exposure a concern
- Psychological impact
- PPE
What has been the impact on work life balance?

- Emotional Stress
- Fear of bringing virus home
- No home help due to lockdown
- Impacting mental wellbeing

Achievements and sacrifices made?

- Having to work whilst others can work from home
- Working around the clock to provide a service
- Restricting contact with loved ones
Do you think men and women have the same opportunity to reach leadership position in pharmacy workforce? what are the challenges and barriers?

- Public sector hospitals – yes
- Community pharmacy – less opportunities for women
- Work-life balance; being a homemaker and a career woman
Zunair Maqsood
Pharm-D,MBA,MPhil

Job title:
Pharmacist

Work place:
Govt. Kot Khawaja Saeed Teaching Hospital, Lahore

What has been your role during covid19. How have you acted as a leader in your role?

- Educate staff
- SOPs for safe practice at work
- Procurement for PPE and sanitation, Procurement for hydroxychloroquine
What has been your role during Covid-19. How have you acted as a leader in your role?

- Educate staff
- SOPs for safe practice at work
- Procurement for PPE and sanitation
- Procurement for hydroxychloroquine

What has been the impact on work life balance?

- Blurred lines
- Protect my family and baby
- Working after hours from home
- Unable to spend time with the family as working around the clock
- Impacting family life
Achievements and sacrifices made?

- Successfully treating patients and discharging them home
- Having to work despite lockdown
- Family life suffering

Do you think men and women have the same opportunity to reach leadership position in pharmacy workforce? what are the challenges and barriers?

- Women face more challenges than men
- Male dominated society
- Restrictions on women
- Men should support their wives
- Need more female role models
Question Time

Please use the chat board to log your questions & comments.

Today’s question(s):

1.

2.

3.
Thank you for participating!

Please provide your feedback through the 4-question survey that will appear to you at the end of the event.