

PROJECT ABSTRACT

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<i>Title of Project:</i>	<i>Grupo de Mujeres en Oftalmología Chile</i>
<p>Purpose: The objective of this Project is to create an organization of female ophthalmologist in Chile, with the purpose to promote and support career advancement for women, create awareness of the disparity of opportunities in our field and to develop strategies to ensure that women ophthalmologists get the same opportunities to develop and achieve successful and satisfactory careers and with equal opportunities to get to leadership roles in our specialty.</p> <p>Methods: The project involved the development of 3 areas:</p> <ol style="list-style-type: none">1. Analyze and set a diagnosis about the gender disparity in our field in Chile, and to create awareness about this situation to colleges ophthalmologist (males and females).2. The development of courses and activities in a systematic and standardized way that allow, through different professionals, the development of soft skills, such as effective communication, adequate presentations, self-validation and competitiveness, among others.3. Finally development of networks that allow an environment that stimulates the growth and validation of the role of women in our academic and scientific work. <p>Results: To be able to define the situation of gender disparity in Chilean Ophthalmology, I have reviewed the statistics of leadership positions in Ophthalmology in Chile, to mention one among many data, there have been only 2 female presidents of the Chilean society of Ophthalmology with 36 Presidents to the date. I did a survey that showed that many women felt disparity in the opportunities in training, career development, and in achieving leadership roles. the survey also showed that younger colleagues felt less disparity in opportunities than the older group did.</p> <p>Because of the Pandemic, the first in-person meeting of the Chilean women's ophthalmology chapter was postponed, taking the recommendation from the Curso mentors, I have changed it to an online meeting. It was a great success, 98 ophthalmologists were connected, there was a featured speaker, specialist in gender and female development. Part of the meeting was open to attendees to share their experiences, and vision about gender disparity. Many ladies were enthusiastic about sharing, we were short on time to be able to let everyone talk. The most valuable result of the meeting many colleges volunteered to become mentors of younger females colleagues. The next meeting is going to be held next month online, And We are included in the Chilean National Congress, to arrange a female short program for the first time this year in November.</p> <p>I am a regional director of a developing world females ophthalmology organization, WOW, that is meant to be a worldwide network of female ophthalmologists to support each other in training, research, etc. looking forward to having some female residents from Chile been able to connect and do collaborative work, fellowships, etc.</p> <p>Conclusions: This is an active project, in the early faces, and hopefully will remain active as long as there is gender inequity. I am looking forward to this group to grow, establish and help all female ophthalmologist in Chile to achieve their full potential breaking the glass ceilings that have kept us from developing at our best, allowing an evolution towards a more diverse and equitable space.</p>	