



Women Leadership in Global Health

Ilona Kickbusch, Director, Global Health Centre,
Graduate Institute Geneva



Why #WGH300?

A "Generation Men in Global Health" Moment

 **RoopaDhatt**
@RoopaDhatt · August 27, 2017

#GenerationMen in #GlobalHealth (coining term by Nina Schwalbe): The WBG-WHO Partnership Example-one for the record book. Exactly why we need #womeninGH #WGH300 #WGH500 #WLGH17 #Planet5050 #HeForShe #SheDecides #SheLeads #GenderEquality #SDG5



 **Tedros Adhanom** ✓
@DrTedros · Aug 26

153 332

You are right. It's embarrassing, we need to do our best to change this

Pia Engstrand @PiaEngstrand

Replying to @DrTedros @JimYongKim and 2 others

Checking the photo twice- are there no women?! Expecting new era to mean including women global health leaders.

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Correspondence

Recognition matters: only one in ten awards given to women

Rosemary Morgan, Roopa Dhatt, Kelly Muraya, Kent Buse, Asha S George

Published: 24 June 2017

PhumX Metrics

DOI: [http://dx.doi.org/10.1016/S0140-6736\(17\)31592-1](http://dx.doi.org/10.1016/S0140-6736(17)31592-1)



*“[Ilona Kickbusch said that] public policy discussions were too often a reflection of current power structures in which **men dominated the higher echelons of medicine and diplomacy.** The list will help to showcase women who could contribute if allowed access to global discussion forums...”*

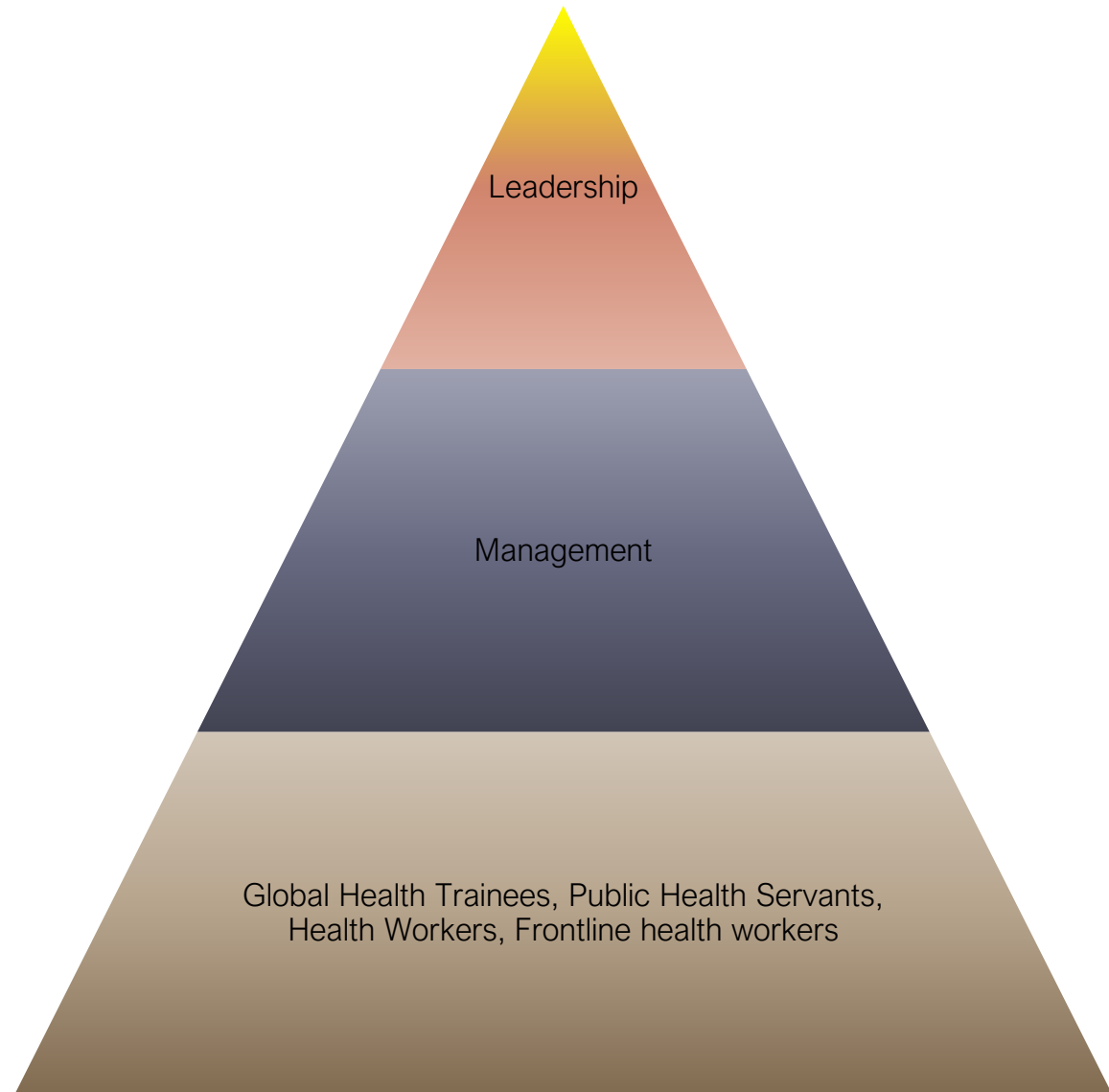
Sharmila Devi. Twitter campaign highlights top women in global health.
The Lancet 385, no. 9965 (January 2015), page 318

Women make up at least 75% of the health workforce globally. (Per OECD in 2016, 67% is the average)



What problem is Women in Global Health seeking to address ?

75:25



What year will the gender gap close at the current rate of change? (WEF)

2186



How much is gender equality worth?



Barriers & Discrimination



Structural

- Legal
- Welfare
- Logistical
- Access to Education
- Technical



Social & Political

- Institutional mindsets
- Gender Norms
- Cultural Norms
- Kinships



Economic/Financial

- Unequal access to capital
- Landowning Rights
- Unpaid and Informal Labor



Psychological

- Personal mindset
- Self Consciousness



Physical

- Differences in biological functions



- A recent randomized, double-blind study demonstrated that science faculty members at American universities viewed men as more competent and deserving of a higher starting salary than equivalently-qualified women.
- American female physicians are promoted less often than men, even after adjusting for number of hours worked, productivity, and specialty choice.

Beginning with a hashtag...

Twitter campaign highlights top women in global health

A social media campaign asking people to nominate leading women in global health is underway with 100 women nominated so far. Sharmila Devi reports.



Fotostudio Feldmann

Ilona Kickbusch

For the preliminary list of 100 women see <http://graduateinstitute.ch/files/live/sites/iheid/files/sites/globalhealth/ghp-news/2014/100%20Women%20in%20Global%20Health.pdf>

A list of leading women working in global health is being compiled by people around the world who are nominating their choices via Twitter as part of an effort to showcase female leadership.

A preliminary list of 100 women has been created and the list is now being expanded to 200 women, said Ilona Kickbusch, director of the Global Health Programme at the Graduate Institute of International and Development Studies in Geneva.

She came up with the idea of listing women leaders after attending too many conferences and panels at which she was the only woman speaker. No other such list existed as far as she was aware. "I started this after one of those meetings where I was listening to men all day and I thought what can I do?" she said. "I thought I must showcase women and I sent out tweets asking others to come up with names. Very

Kickbusch, who has some 3700 Twitter followers, said she had refrained from nominating large numbers of women and she preferred that people stuck to nominating up to three or four women who were not already listed.

Many of the women on the list were nominated multiple times although only the initial nominator is noted. Around 60 people had sent nominations so far but she hoped the final number would be much higher. The women are ordered on the list alphabetically by surname with affiliations taken from Twitter profiles or third-party sources.

"There just isn't enough visibility for many women. There is significant leadership out there but it isn't reflected at conferences or meetings'..."

and diplomacy. The list will help to showcase women who could contribute if allowed access to global discussion forums, she said.

Devi Sridhar, a senior lecturer in global public health at the University of Edinburgh Centre for Population Health Sciences, said she was surprised and pleased to be nominated. She acknowledged that using Twitter to compile such a list might exclude some, particularly those front-line health professionals working at local and national levels in certain regions of the world. But this bias was no worse than that found among the select few on the global conference circuit, she said. "There's a danger with any community that it mainly only talks to itself", she said. "I nominated several people but I confined myself to those who are active on Twitter and whom I follow as a means to stay abreast of developments in global health."

#WGH300

– to highlight the work of women leaders in global health

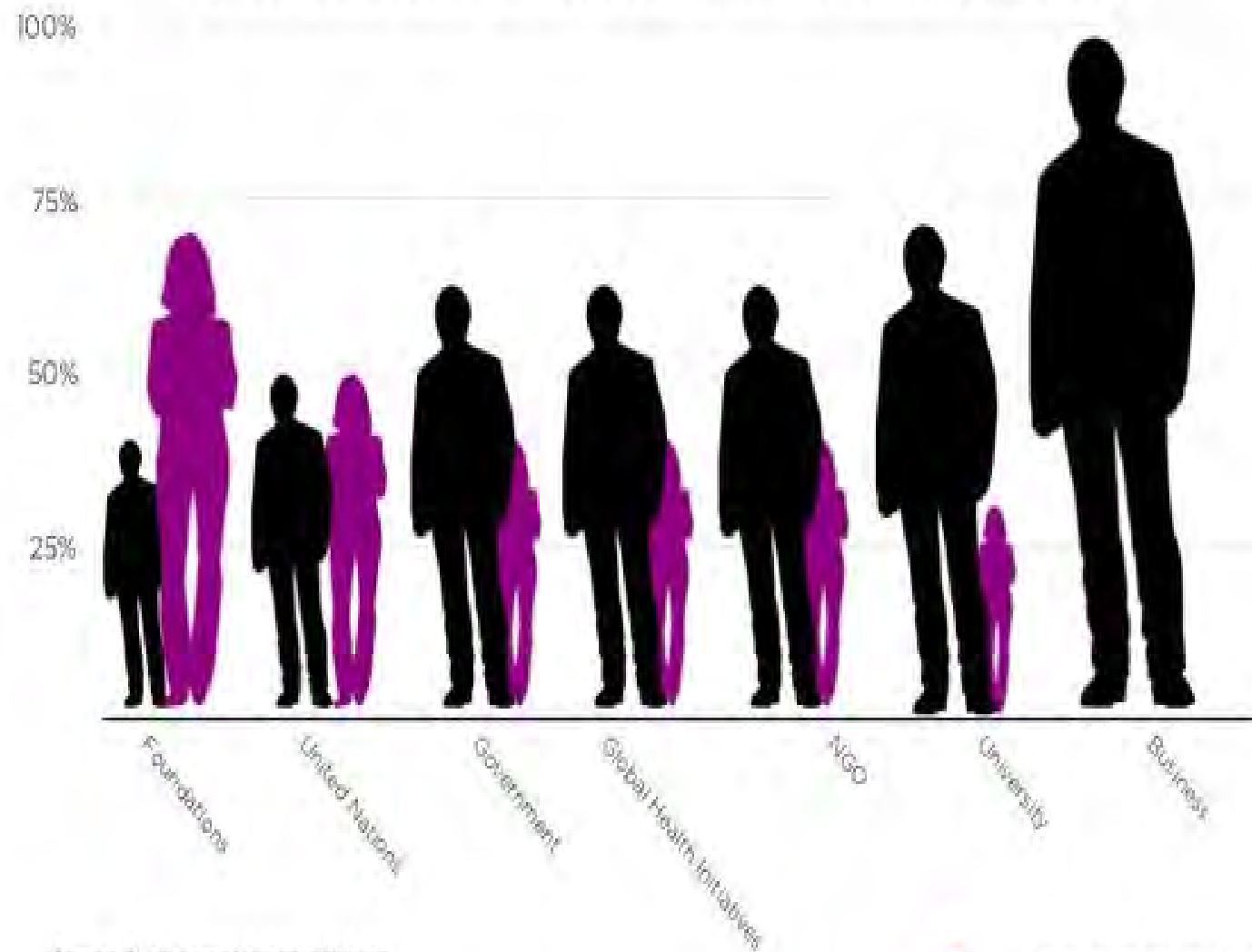
- First 300 nominations compiled - of the many women leaders nominated and among innumerable others working to promote global health.
- Women listed are ordered alphabetically by surname with affiliations taken directly from Twitter profiles or third-party sources.
- Many women were nominated multiple times, though only the initial nominator is noted.
- An asterisk (*) denotes those who appeared on the original 100 Women in Global Health list.
- All Twitter usernames and bitly links are hyperlinked for easy reference.

#	Woman Leader in Global Health	Nominated by
1	<p>Melanie Abas* @melanieabas</p> <p>Research, clinical work and training in global mental health, King's College London</p>	<p>Khameer Kidia @kkidia</p>
2	<p>Hawa Abdi* @DHAFoundation</p> <p>Founder and chairperson of the Dr. Hawa Abdi Foundation, human rights activist and physician</p>	<p>Through the Fire @storyofcourage</p>
3	<p>Alayne Adams @AdamsAlayne</p> <p>Professor, James P. Grant School of Public Health, BRAC Institute of Global Health</p>	<p>Ophira Ginsburg @OphiraG</p>
4	<p>Edna Adan* @EdnaAdan</p> <p>Founder and Administrator, Edna Maternity Hospital, Somaliland</p>	<p>Through the Fire @storyofcourage</p>
5	<p>Esther Agbarakwe @estherclimate</p> <p>Communications lead @ARFHng, and Advisor @plus_socialgood</p>	<p>Biodun Awosusi @doctorawosusi</p>

“Globally, women experience a disproportionate burden of disease and death due to inequities in access to basic health care, nutrition, and education. In the face of this disparity, it is striking that leadership in the field of global health is highly skewed towards men and that global health organizations neglect the issue of gender equality in their own leadership.”

JA Downs, LK Reif, A Hokororo & DW Fitzgerald. Increasing women in leadership in global health. *Academic Medicine* 89, no. 8 (August 2014), pages 1103-7.

Which global health sectors underperform on women's leadership?



Source: % of women running the ten most powerful organizations in each sector

International Gender Champions



António Guterres
Secretary-General, United Nations



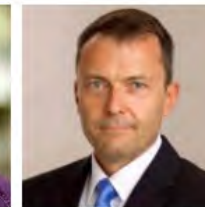
Michael Møller
Director-General, United Nations Office at Geneva



Caitlin Kraft-Buchman
Founder/ Executive Director, Women@TheTable



Veronika Bard
Ambassador, Permanent Mission of Sweden to the United Nations in Geneva



Jürg Lauber
Ambassador, Permanent Mission of Switzerland to the United Nations, New York



Guy Ryder
Director-General, International Labour Organization



Lise Kingo
CEO & Executive Director, United Nations Global Compact



Katja Iversen
President/CEO, Women Deliver



Gillian Elizabeth Bird
Ambassador, Permanent Mission of Australia to the United Nations, New York



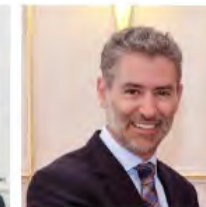
Zeid Ra'ad Al-Husseini
High Commissioner, United Nations High Commissioner for Human Rights



Katalin Annamária Bogay
Ambassador, Permanent Mission of Hungary to the United Nations, New York



Yann Borgstedt
Founder and Chairman, Womanity Foundation



Julian Braithwaite
Ambassador, Permanent Mission of the United Kingdom to the United Nations in Geneva



Jennifer Brant
Director, Innovation Insights



Hans Brattskar
Ambassador, Permanent Mission of Norway to the United Nations in Geneva



Harald Braun
Ambassador, Permanent Mission of Germany to the United Nations, New York



Philippe Burrin
Director, Graduate Institute Geneva



Nan Buzard
Executive Director, International Council of Voluntary Agencies



Arianna Calza Bini
Director, Gender and Mine Action Programme



Natasha Cayer
Ambassador, Delegation of Canada to the Organization for Security and Co-operation in Europe

Office holders in the global health domain



Bill and Melinda Gates Foundation



Only 2 out of 7 global health funding agencies (Global Fund, GAVI, UNITAID, PEPFAR, PMI, the World Bank, and UNAIDS) have had in their histories a top executive who is a woman.

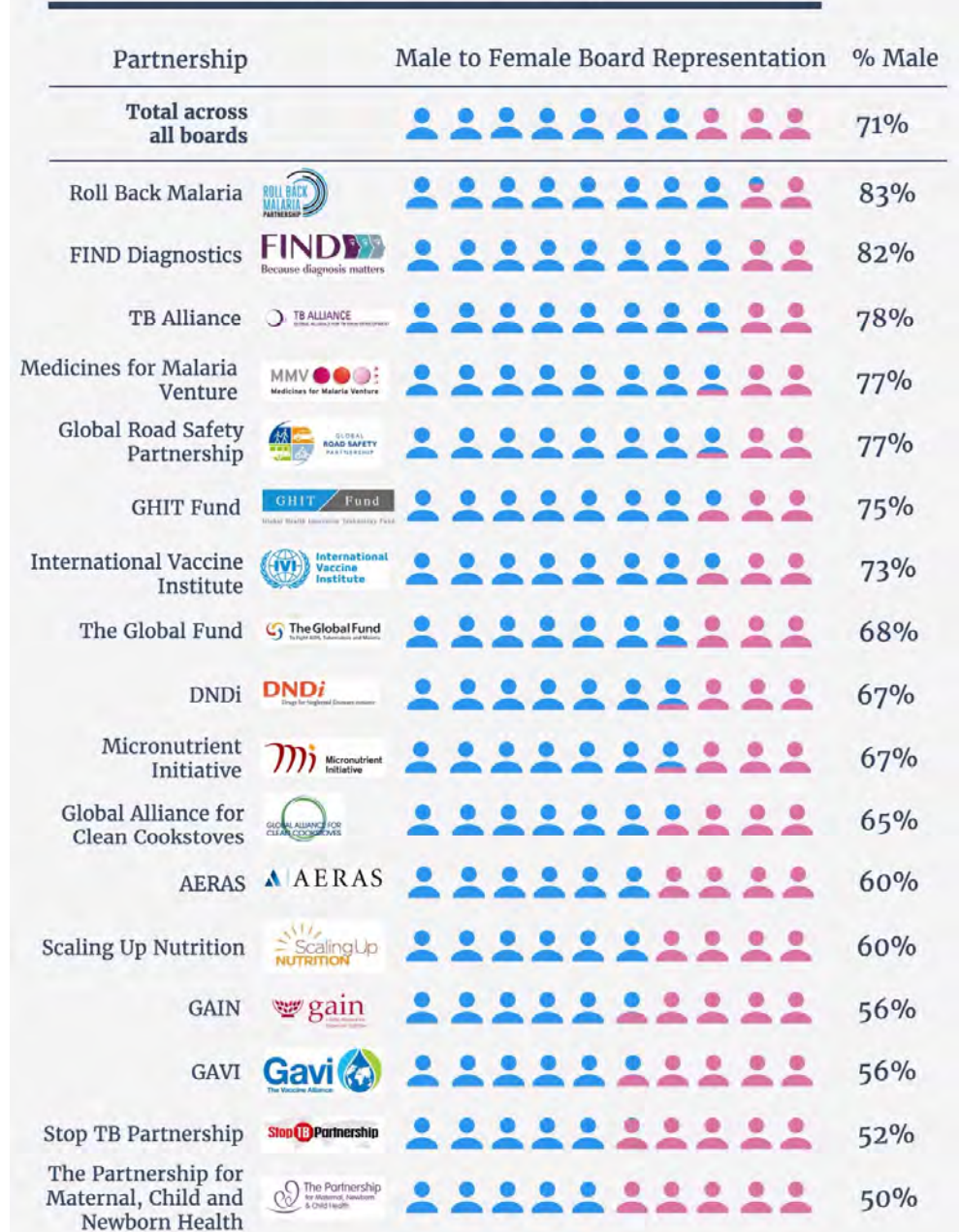
- In other words 70% of \$92.1 billion in global health funding is being directed by men



Gender representation in governing bodies of global health PPPs

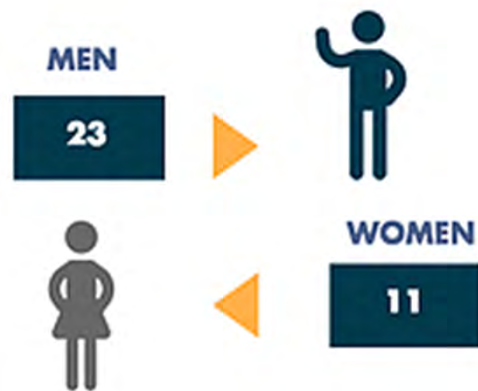
Global Public-Private Partnerships for Health

Male to Female representation on 17 governing boards

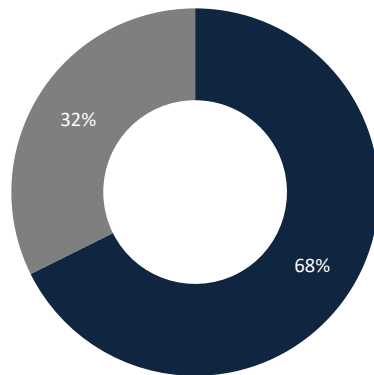


Gender representation at WHO

WHO Executive Board members

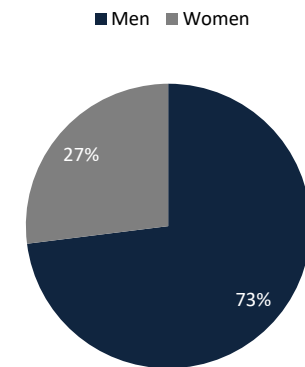


■ Men ■ Women



Ministers of Health worldwide

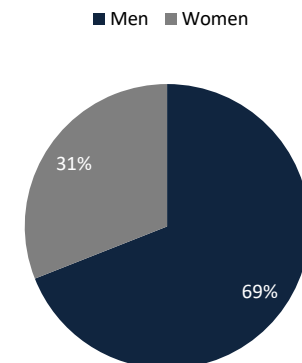
27%
Women



■ Men ■ Women

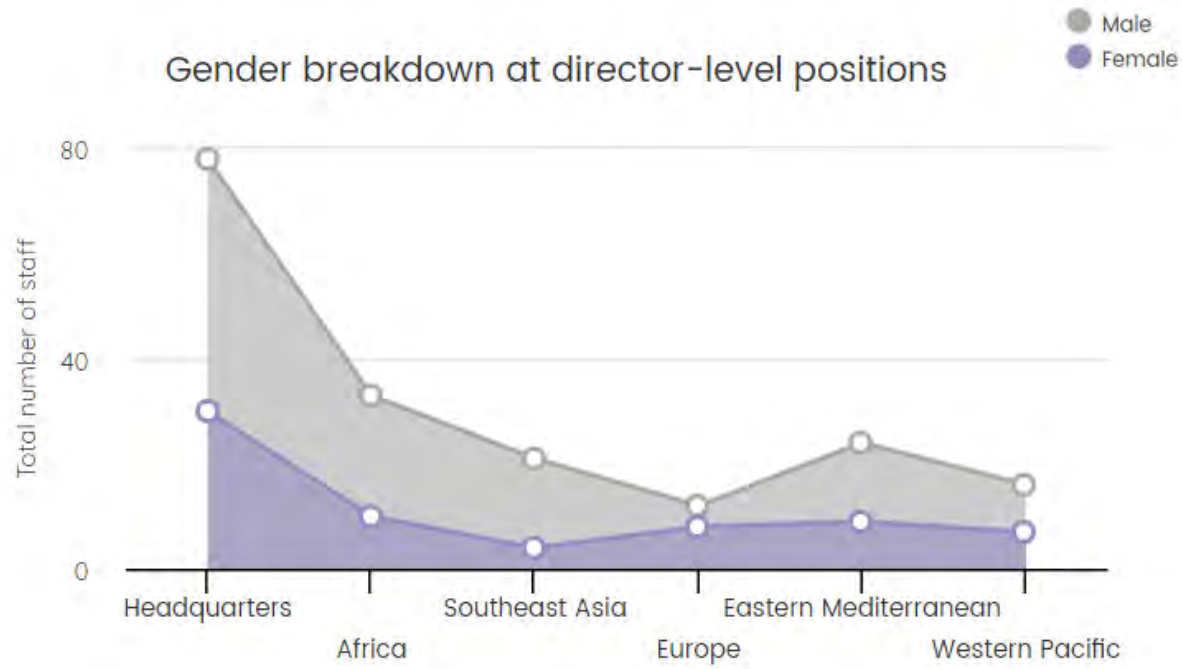
Chief Delegates at World Health Assembly

31%
Women

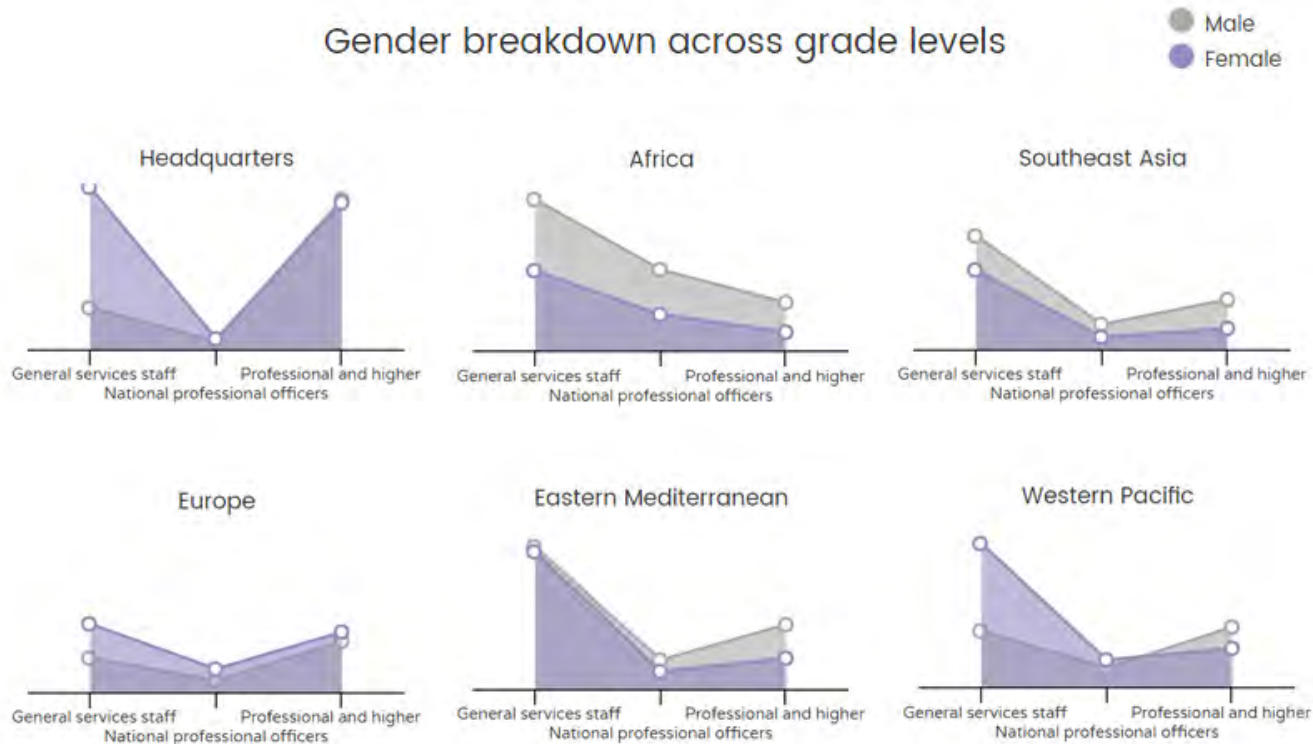


■ Men ■ Women

Gender breakdown at director-level positions



Gender breakdown across grade levels



Academics are not achieving gender equity with only 30% of the top 10 schools in public health in the U.S. are led by women deans, while enrollment is more than 60-75% women.



Women in Global
Health



@womeninGH

[http://www.womeninGH.
org/](http://www.womeninGH.org/)

info@womeninGH.org

About Us

- Found in the Spring of 2015
- Virtual Based Global Team
- 503.1c Non-Profit in the US
- Use a partnership and volunteer based model



Highlights

1st ever Women Leaders Dinner at World Health Assembly *Ground-breaking*

Thank you



The Women Leaders in Global Health Initiative attended the 69th World Health Assembly, where they held 3 events, including the first ever "Women Leaders in Global Health: Making our Voices Heard Dinner & Roundtable Discussion" in partnership with GE Healthcare and the United Nations Foundation.

25.8%



69th World Health Assembly
#WomeninGH

5 landmark events worldwide *Global presence*

WLGHI was invited to present at the:

- 2015 American Public Health Association (APHA) Annual Conference in Chicago,
- Global Health Landscape Symposium in Washington, DC,
- 69th World Health Assembly in Geneva,
- World Health Summit in Berlin,
- 2016 American Public Health Association (APHA) Annual Conference in Denver



1200+
People reached in person at our events or through social media

Event titles:

- Panel "Who runs the world? The role of women's leadership in the new global Sustainable Development Goals era"
- Launch of WLGHI and panel "Promoting Women as Leaders: Are Good Intentions Enough?"
- "Welcome Reception", co-hosted by GHC and Center for Global Health Diplomacy (CGHD) on Women's Leadership in Global Health
- Women Leaders in Global Health: Making our Voices Heard Dinner & Roundtable
- Participation in the Global Health Council Delegation
- Panel "Women's Leadership, Peace and Security in Health Systems Strengthening"
- Workshop "Gender Responsive Governance"
- Panel "Is learning in enough? The role of intersectionality, gender and public health leadership."

Love what we are doing? Consider donating!

ACT NOW!

A CALL TO ACTION FOR GENDER EQUALITY IN GLOBAL HEALTH

"We call on WHO and its Member States to promote: **GENDER EQUALITY** in leadership positions of WHO; the **MEANINGFUL ENGAGEMENT OF MEN AND WOMEN** in the technical programmes of WHO; and active monitoring, data generation, and the adoption of evidence-based best practices that **PROMOTE GENDER PARITY AND EQUALITY IN HEALTH GOVERNANCE** across WHO and in Member States"

READ MORE AT:

WWW.THELANCET.COM/PB/ASSETS/RAW/LANCET/PDF/SJ014087361731435.PDF

Share your support through #WomeninGH




'HEROINES of HEALTH'
celebrating women in global health

SUNDAY, MAY 21
INTERCONTINENTAL HOTEL
GENEVA, SWITZERLAND

#WomeninGH



Event Organizer Gender Parity Checklist *Creating tools*

The Women Leaders in Global Health Initiative created an Event Organizer Gender Parity Checklist to offer a tool for event organizers to increase the gender representation in their audience, their speakers, their moderators, and their planning committee.

GENDER PARITY CHECKLIST



Event Checklist



No to #AllMalePanels



WOMEN LEADERS IN GLOBAL HEALTH

AT STANFORD UNIVERSITY

DEADLINE EXTENDED!
UNTIL MARCH 12TH, 2017

JOIN WOMEN IN GLOBAL HEALTH

OWGH
Office of Women in Global Health

WWW.WOMENINGH.ORG/
CALL FOR APPLICATIONS

Photo courtesy of Emerging Voices

Beyond #WGH300?



*“In health development, as in many other areas, **women are agents of change**. They are the driving force that creates better lives for families, communities and, increasingly, the countries they have been elected to govern. **Every time a woman excels in a high-profile position, her achievement lifts the social status of women everywhere.**”*

Margaret Chan - Message on International Women's Day in 2014

New leadership team at WHO



The World Health Organization just picked its new leaders. Most of them are women



Meet the Women Chosen to Lead the World Health Organization

More than 60% of WHO's appointees are women

time.com



Tedros Adhanom
@DrTedros



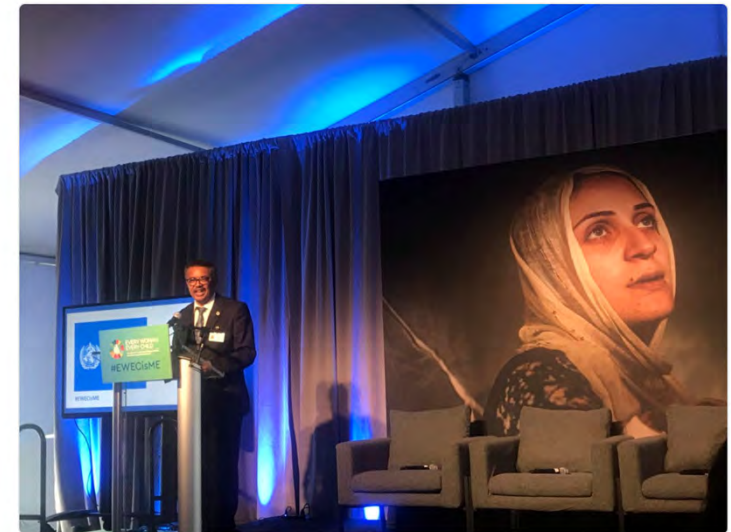
#genderparity is possible if we are prepared to admit that there are talented women around us. Problem is we don't admit that they exist.



Fatou Wurie @thefatoublog
#genderparity #WHO #DrTedros twitter.com/drtedros/statu...



Katja Iversen @Katja_Iversen · Oct 3
Well done! @DrTedros' presents new @WHO leadership with 60% women! Delivering on promises in org+work bit.ly/2xQZ #genderparity



“Together for a healthier world”

Dr Tedros Adhanom Ghebreyesus

Director-General



Join us for a special

WOMEN IN GLOBAL HEALTH

MEET & GREET

at the World Health Summit



SPECIAL FEATURE ON
GERMANY CHAPTER,
OUR FIRST CHAPTER

OCTOBER 16TH
Room 3 - America
12:45 - 13:45

Join us to learn more about
Women in Global Health and
celebrate the launch of the
German Chapter!



WORLD
HEALTH
SUMMIT

#WomeninGH
#WGHGer
#WHS2017

