

With the growth of Pediatric Palliative Care, it is essential for practitioners to find ways to stay current on the most recent literature. In the spirit of the State of the Science plenary which is part of each Assembly, the presenters will endeavor to review the literature published since 2017 which should inform the practice of Pediatric Palliative Care. Our interdisciplinary team of co-presenters includes representatives from medicine, nursing, social work and chaplaincy and will look at the academic literature relevant to the multiple disciplines represented. In addition to highlighting recent literature, the presenters hope to inspire session participants to consider how new knowledge will influence their practice and how they can personally contribute to the published knowledge base.

### ***Gender Equity and Career Advancement: Implications for Hospice and Palliative Medicine (TH352)***



Kimberly S. Johnson, MD MHS, Duke University School of Medicine, Durham, NC. Sean O'Mahony, MD MS FAAHPM, Rush University Medical Center, Chicago, IL. Helen Chen, MD, Hebrew SeniorLife/Harvard Medical School, Boston, MA. Susan Hingle, MD, SIU School of Medicine, Springfield, IL. Darilyn Moyer, MD, American College of Physicians, Philadelphia, PA.

#### *Objectives*

- Describe disparities in the experience of female physicians compared to their male counterparts.
- Describe specific challenges more commonly faced by female physicians and potential consequences with case examples.
- Illustrate strategies for addressing gender disparities and promoting gender equity.

Over the last 25 years, the proportion of physicians who are women has doubled from 17% to 36%. Furthermore, 46% of physicians in training and over half of U.S. medical students are women. While this significant increase in gender diversity has rapidly changed what the physician work force “looks like”, there is a significant and persistent gap in the experience of female physicians. Compared to their male counterparts, studies show that female physicians are paid less across specialties and are disproportionately underrepresented in leadership positions despite their increasing representation in the physician workforce. Women may also experience lack of mentorship, workplace discrimination, gender bias, sexual harassment and challenges related to work-life integration based on their roles outside of the workplace. While gender equity is a salient issue across all specialties, efforts to improve the experience of women are especially important to the field of hospice and palliative

medicine where women make up two-thirds of the total workforce, 47% of physicians, and over 60% of HPM fellows in training—proportions considerably larger than in general physician workforce. Given the important contribution of women to the field of hospice and palliative medicine not only in terms of the volume of clinical care provided but also related to leadership, education, and research, addressing gender equity is essential to efforts to ensure that the field is able to meet the demands of the growing population of seriously ill patients and their families. In this interactive session, using real life case examples, scenarios and questions submitted by the audience, experts actively involved in developing the ACP position statement on Gender Equity, will share best practices and illustrate strategies for promoting gender equity.

### ***Finding Your Highest and Best Use as a Palliative Nursing Leader (TH354)***



Abraham A. Brody, PhD RN FAAN FPCN, Hartford Institute for Geriatric Nursing and New York University, New York, NY.

#### *Objectives*

- Understand how to perform a self-exploratory, introspective survey of oneself.
- Formulate possibilities for one's highest and best use based on self-exploration and needs of the field of palliative care.

Dr. Nessa Coyle found her highest and best use as one of the founders of palliative care in the United States, developing one of the first supportive care programs in 1981. Throughout her career she championed interdisciplinary palliative care practice and research. This presentation will honor Dr. Coyle's legacy by discussing how each of us in the successive generations of palliative care clinicians, scholars, administrators, and supporters can find our highest and best use from the “bedside” to the C-suite to inspire the field and move it forward. This talk will walk participants through the journey of considering how to find and implement your highest and best use in palliative care, and make a difference for seriously ill patients, families and caregivers, communities, and the field at large.

**4:30–5:30 pm**

#### ***Concurrent Sessions***

### ***Clinical Practice Guidelines for Quality Palliative Care: The 4th Edition of the NCP Guidelines (TH360)***



Gwynn Sullivan, MSN, National Coalition for Hospice, Richmond, VA. Betty Ferrell, MA CHPN FAAN FPCN,