

MENTORSHIP AS A TOOL TO BRIDGING GENDER INEQUALITY IN THE MEDICAL PROFESSION

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Background

- Female Medical Students expressed concern about lack of female mentorship.
- Establishment of a Research club for young doctors and medical students with special interest on the female students aimed at bridging this gap and attend to the challenges through mentorship.

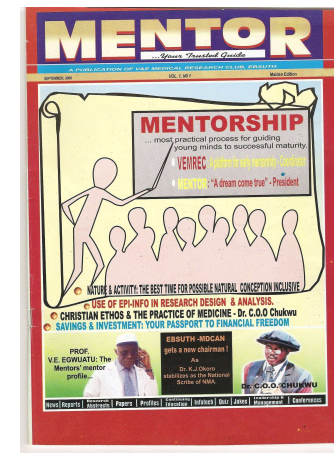


Egwuatu –Aneziokoro Medical Research Club

- Started in 2007 and inaugurated in 2008
- Intention-furthering medical students research capability and providing opportunity for interaction with consultants in the Teaching Hospital.
- Target group –clinical medical students from 300-600level



Coordinator with the female executives



Egwuatu-Aneziokoro Medical Research Club: Program like

Programm Like

- Register
- Laptops
- Writing scientific paper
- Research Methodology
- Use of PowerPoint presentation

- Attend workshops, conference and present papers

- Weekly tutorials

- Aim overall; write at least a paper before graduation.

- MENTOR PER EXCELLENCE Award to deserving teachers.

What we do for them

- Mentor
- Guide
- Supervise
- Tutorials
- Listen to their presentations
- Evaluate their progress during their sent forth of ceremony

Aims and Objective

- To describe the mentoring effect of the research club among medical students in Nigeria, using Ebonyi State as a case study.

Materials and Methods:

- Semi structured questionnaire (self administered) randomly distributed to 132 300-600 level medical students in Feb. 2010 at EBSU, Abakaliki, during their morning lectures over three days and compared with a similar survey done among 115 300-600 level medical students in 2007.
- Questionnaire assessed;
 - knowledge of the use of any Statistical package, the source of knowledge
 - membership of the club
 - benefits
 - number of published papers and contributions to published paper.
- Focus group discussion.

Results

2007:

- About 10% (12 of 115) were aware of the use of at least one statistical package for analyzing data.
- no student had contributed to any published research paper.

2010,

- 60% of the 132 (76) had knowledge on the use of scientific package.
- 90% of the knowledgeable group acquired it from the research club.

Results cont.

- Eight students contributed to published research papers
- 18 students contributed to papers in their different stages of publication.
- A female member won the Best Scientific Paper presenter Award (Phy's Wk 2008).
- Members expressed satisfaction based on their improved academic performances, wider spectrum of knowledge and improved self confidence.



Discussion

- Mentoring refers to a personal developmental relationship in which a more experienced or more knowledgeable person helps a less experienced or less knowledgeable person¹. There are many types of Mentoring.
- A number of papers have emphasized mentoring as a potentially productive path for an organization to pursue because of benefits for mentors and mentees^{2,3,4}
- Grainger in 2002 recommended that mentoring programmes should be established in medical settings⁵.
- Common thing in the UK and US but is less commonly employed in the developing countries like Nigeria³.

Discussion Cont.

- In our study, following the establishment of the Club more than 72% achieved skills that they described as very helpful (90%). This is similar to the findings from other evaluations^{2,6,7}.
- The students testified that they felt more confident and that the exercise led to improved attitude to clinical examinations, less fear of their teachers and increased readiness to face the future.
- Challenges included attitudinal barrier similar to the observations of Long in 1997⁸. Others were lack of time and resources.
- All agreed to pass the culture on to their younger colleagues.



Thank you

Conclusion

- Mentoring remains a tool in bridging gender inequality, building confidence and encourages interest in scientific research and learning among female students and young doctors.
- We advocate a one-to-one mentoring relationship between senior/junior colleagues and medical students to facilitate academic progress.
- To make TSIG of MWIA a Mentoring Programme for MWIA.



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