



FEMALE ORTHOPAEDIC EMPOWERMENT PROGRAM

is supported by the Australian Government and implemented by
Australian Doctor for Africa (ADFA)



'If you cannot see where
you're going, ask someone
who has been there
before.'

J Lorren Norris

Ananya Kassahun

Female Orthopedic Empowerment Program (FOEP)

The Female Orthopedic Empowerment Program (FOEP) is a mentorship program designed by doctors for junior female doctors and medical students, to give guidance and create an empowering environment for them to realize their career development in Orthopedic surgery.

Vision

FOEP aims to contribute to the creation of a conducive and supportive environment for women to achieve their goals in a male dominated medical field.

Objectives

This program aims to achieve the following objectives.

General objective

- The Female Orthopedic Empowerment Project aims to build a community of practice among women in medicine in Ethiopia, and to increase confidence, resilience, and opportunities for further professional advancement for women.

Specific objectives

- Work with female medical students (final year medical students) to advise them on potential careers in Orthopedics and provide mentoring.
- Mentor female Orthopedic trainees on their training and future career developments.
- Train female Orthopedics surgeons in mentorship and leadership.
- Support a social media platform for sharing information.

Duration of the program

The program will run for 6months for a single cohort, and will start in August 2023 for the first cohort.

Number of mentees

Each Cohort will have a maximum of 20 mentees for the first two cohorts and the number maybe revised based on needs assessment.

Number of mentors

The program will encourage as many mentors as possible to join, with an open call at the beginning of every cohort.

Eligibility

For mentees:

- Currently enrolled in a recognized medical training program
- At time of application in year two of clinicals or internship
- Currently enrolled in a recognized orthopedic training program
- Should be willing to participate in all program activities for the duration of their cohort.
- Should be willing to submit reports at the end of the program.
- CV, Personal statement describing the aim from attending this mentorship program and a recommendation letter from orthopedic or surgical department head should be submitted.

For mentors:

- A female orthopedic surgeon graduated from a recognized program.
- A minimum work experience of 2 years after completion of training
- Should be willing to give time for the program and share program values.
- Should be willing to write a report and feedback at the end of each program,
- Should be willing to participate in teaching courses and webinars organized by the program.

Guidelines

There is a mentorship program guideline that clearly explains the benefits and responsibilities of both mentors and mentees. This guideline will be given out for both.

Program manager

A program manager will manage and follow closely the program. The program manager will be responsible for:

- Overseeing the design and running of program.
- Overseeing the design and maintenance of the program's social media page.
- To decide on the schedule and revise as needed.
- To match mentees with mentors.
- To address issues arising in the program in timely manner.
- To organize conferences, courses, and scholarships in the program.
- To have an open communication with donors, mentors, mentees, departments and institutions and the Ministry of Health.
- To submit a report on the program at the end of each cohort to donors and other stakeholders.

For more information

Contact Dr Ananya Kassahun

Email: etadmin@ausdocafrica.org

To apply:

MENTEES: Send your CV, personal statement, and letter of recommendation (preferably from head of Orthopaedics or Surgery at your institution) to:

Email: etadmin@ausdocafrica.org

Cohort 1 applications close 15 July 2023.

Appendices

Table 1: Description of activities in the mentorship program

Activity	Frequency	Provider	Modality
Leadership, Resilience building training.	Once per cohort	By Dr Emebet	In person and virtual will be available
Courses	<ul style="list-style-type: none"> Pre basic courses for interns and C2 (1 or 2 per cohort) Specific subspecialty courses for residents (1 or 2 per cohort) 	<ul style="list-style-type: none"> 2 pre-basic courses that will be run in Addis (for 2 mentees at a time) After selection of courses residents can apply and compete for scholarships for the courses 	In-person attendance
Webinar lectures	<ul style="list-style-type: none"> NOTSS (Non-Technical Skills for Surgeons) FRI (Fracture Related Infection) MSK tumors Advanced imaging modalities in MSK 	<ul style="list-style-type: none"> Local and int faculty Local and int faculty Local and int faculty Local and int faculty 	
Research training	Once per cohort	MRL basic research methods and qualitative studies	Virtual
Graduation ceremony			In-person and virtual

Table2: Timetable for FOEP

Activities	2023/2024										
	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan		
		Cohort 1									
Mentors guide prep											
Mentorship booklet prep											
Social media account											
Reaching Mentors											
Mentors training											
Mentee open call											
Matching process											
Announcement and Official Launch											
Leadership training											
NOTSS webinar											
FRI webinar											
MSK tumor webinar											
Advanced imaging modalities in MSK											
Pre- Basic course											
Sub-specialty specific courses											
Research training											
Graduation ceremony and certification with an educational event											