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What does it mean to you to inspire inclusion and support gender equity?

In health care, it is critical to not only include but actively centre diverse and historically marginalized voices in making more equitable, accessible and supportive spaces for patients, families and staff in the hospital. Throughout my career, my efforts to make positive change have taken many forms, but one constant has been my commitment to inclusion and gender equity.

I currently serve as president of the medical staff association (MSA) as a hospitalist at Richmond Hospital. In this capacity, I am dedicated to uplifting the voices of women and gender-diverse people, and ensuring that diverse perspectives are heard, valued, and acted upon. In my role as MSA wellness committee chair, I collaborate with the wellness committee to advocate for medical staff wellbeing. Wellness initiatives at Richmond Hospital have contributed to a more supportive workforce and have created a sense of connection and community.

As MSA president, I strive to form meaningful and inclusive learning opportunities, such as assisting in an education session on gender pronouns facilitated by Richmond's EDI lead on how to use gender-inclusive language. Women and 2SLGBTQIA+ medical staff often face disparities in compensation. I am committed to addressing areas where staff, often disproportionately women, do unpaid work, to mitigate the burnout that often results. Another one of our efforts has been advocating for a lactation room for staff and medical staff, a priority for lactating staff returning to work.

Our strengths come from working together and learning from diverse experiences. Together through advocacy, education and practical initiatives, I believe we can create a more inclusive and equitable environment. I hope the work of the Richmond MSA inspires others to become involved, forging positive change as a collective effort.

