

Women in Oncology Pharmacy Leadership: Challenges, Opportunities, and Best Practices for Advancement

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Abstract

The white paper "Women in Oncology Pharmacy Leadership: Challenges, Opportunities, and Best Practices for Advancement" delves into the multifaceted landscape of gender dynamics within oncology pharmacy leadership. It examines the systemic challenges that hinder women's progression in this field, including implicit bias, structural barriers, and cultural norms. The paper explores pivotal opportunities for enhancing gender diversity, such as mentorship programs, leadership training initiatives, and advocacy for inclusive workplace policies. Through a synthesis of empirical research, case studies, and expert insights, this paper elucidates actionable strategies and best practices to empower women in oncology pharmacy leadership roles. By fostering a supportive and equitable environment, stakeholders can catalyze positive change, promoting innovation, enhancing patient outcomes, and advancing the broader healthcare agenda.

Keywords: *women in pharmacy leadership, oncology pharmacy, gender diversity, workplace equity, leadership development, healthcare innovation.*

1.Introduction

In the realm of oncology pharmacy, the landscape is evolving rapidly with advancements in treatment modalities, therapeutic strategies, and patient care paradigms. Despite these strides, the representation of women in leadership roles within this specialized field remains a focal point of discussion and concern(1). Historically, oncology pharmacy leadership has been predominantly occupied by men, reflecting broader disparities seen in healthcare leadership globally. However, in recent years, there has been a growing recognition of the invaluable contributions that women pharmacists bring to oncology practice, from clinical expertise to patient advocacy and healthcare innovation.

Challenges facing women in oncology pharmacy leadership are multifaceted. Structural barriers such as gender bias, stereotyping, and lack of mentorship opportunities have hindered career progression for many female pharmacists aspiring to leadership roles. Moreover, the demanding nature of oncology pharmacy, which often involves high-stress environments and complex patient cases, can further exacerbate these challenges, impacting work-life balance and career advancement prospects(2).

Despite these challenges, there exist significant opportunities for enhancing women's leadership in oncology pharmacy. Initiatives promoting diversity, equity, and inclusion (DEI) are gaining momentum within healthcare organizations, fostering environments where women pharmacists can thrive and excel(3). Educational programs, leadership development workshops, and networking forums tailored to the unique needs of women in oncology pharmacy are instrumental in cultivating the next generation of leaders.

Best practices for advancing women in oncology pharmacy leadership encompass a blend of systemic reforms and individual empowerment strategies. Institutions can implement policies that promote gender parity in leadership recruitment and succession planning, ensuring equal access to leadership opportunities based on merit and competency. Mentoring programs tailored to women pharmacists provide invaluable guidance, support, and career navigation skills essential for navigating the complexities of oncology pharmacy leadership(4).

Furthermore, fostering a culture of inclusivity and empowerment where diverse voices are heard and valued is crucial for fostering innovation and driving positive change in oncology pharmacy practice. By championing women's leadership in oncology pharmacy, we not only enrich the field with diverse perspectives but also enhance patient care outcomes and contribute to the broader advancement of healthcare delivery in oncology settings.

Women in Oncology Pharmacy Leadership: Challenges, Opportunities, and Best Practices for Advancement

This introduction sets the stage for exploring in depth the challenges faced by women in oncology pharmacy leadership, the emerging opportunities for advancement, and the best practices that can be employed to promote gender equity and empower women pharmacists to excel in leadership roles within this critical healthcare domain.

2.Literature Survey

Research into the landscape of women in oncology pharmacy leadership reveals a complex interplay of challenges and opportunities. Studies consistently highlight the underrepresentation of women in top leadership positions within oncology pharmacy departments and healthcare organizations(5). A study by Smith et al. (2020) underscores that while women constitute a significant portion of the oncology pharmacy workforce, their presence diminishes at higher leadership levels, indicating a "glass ceiling" effect prevalent in healthcare leadership domains (Smith et al., 2020).

Challenges faced by women in attaining leadership roles in oncology pharmacy are rooted in systemic barriers such as gender bias, stereotyping, and structural inequities within organizational hierarchies. Research by Johnson and Brown (2019) emphasizes that these barriers not only impede career progression but also contribute to disparities in salary, recognition, and professional advancement opportunities between male and female pharmacists in oncology settings (Johnson & Brown, 2019).

Conversely, the literature identifies numerous opportunities for enhancing women's leadership in oncology pharmacy. Initiatives focused on diversity, equity, and inclusion (DEI) have gained traction, with healthcare institutions increasingly prioritizing the recruitment, retention, and promotion of women pharmacists into leadership roles(6). Programs such as leadership development workshops, mentorship initiatives, and networking forums tailored to women in oncology pharmacy have proven effective in building leadership competencies and enhancing career trajectories (Davis et al., 2021).

Best practices for advancing women in oncology pharmacy leadership center on fostering a supportive organizational culture that values diversity and promotes gender equity. Research by Lee and Smith (2022) underscores the importance of institutional policies that promote transparency in leadership selection processes, mitigate unconscious bias, and provide equitable access to leadership opportunities based on merit and competency (Lee & Smith, 2022). Mentorship programs tailored to the unique career development needs of women pharmacists offer critical guidance, networking opportunities, and skill-building support essential for navigating the complexities of oncology pharmacy leadership (Williams et al., 2020).

3.Existing and Proposed System

Currently, the landscape of women in oncology pharmacy leadership is characterized by persistent challenges rooted in systemic biases and structural barriers within healthcare organizations. Existing systems often reflect historical gender norms and biases that perpetuate disparities in leadership opportunities for women pharmacists. Research indicates that women remain underrepresented in top leadership positions despite comprising a significant portion of the oncology pharmacy workforce (Smith et al., 2020)(7). Issues such as gender bias in promotion and hiring practices, lack of mentorship opportunities, and inadequate support for work-life balance contribute to these disparities (Johnson & Brown, 2019).

Moreover, the existing systems often lack transparent and equitable pathways for career advancement for women in oncology pharmacy. Institutional policies may inadvertently perpetuate gender inequities by not addressing unconscious bias in leadership selection processes or providing adequate resources for leadership development tailored to the unique needs of female pharmacists (Lee & Smith, 2022).

Proposed Systems

Proposed systems aim to address these challenges through proactive strategies focused on promoting diversity, equity, and inclusion (DEI) in oncology pharmacy leadership. Key proposals include implementing robust DEI initiatives that foster a culture of inclusivity and support for women pharmacists aspiring to leadership roles(8). This includes revising organizational policies to ensure gender equity in recruitment, promotion, and retention practices, as well as establishing mentorship programs that provide tailored guidance and networking opportunities for women in oncology pharmacy (Davis et al., 2021).

Furthermore, proposed systems advocate for leadership development programs specifically designed to cultivate the leadership competencies of women pharmacists in oncology. These programs emphasize skills such as strategic decision-making, advocacy, and effective communication, essential for navigating the complexities of leadership in healthcare settings (Williams et al., 2020). By investing in these initiatives, healthcare organizations can create pathways for career advancement that are transparent, merit-based, and inclusive, thereby enhancing the representation and influence of women in oncology pharmacy leadership.

4. The HOPA Women in Pharmacy oncology Summit

The HOPA (Hematology/Oncology Pharmacy Association) Women in Oncology Pharmacy Summit serves as a pivotal platform addressing critical issues and opportunities for women pharmacists in oncology(9). This summit convenes leaders, practitioners, and stakeholders within the oncology pharmacy community to foster dialogue, collaboration, and action towards advancing gender equity and leadership in the field.

Content of the HOPA Women in Oncology Pharmacy Summit

The summit agenda typically features a diverse array of sessions, workshops, and keynote presentations designed to explore multifaceted aspects of women's roles and experiences in oncology pharmacy. Key themes often include leadership development, career advancement strategies, mentorship, and navigating challenges specific to women in healthcare leadership.

Leadership Development and Career Advancement

Central to the summit's mission is promoting leadership development among women pharmacists in oncology. Sessions may cover topics such as cultivating leadership competencies, overcoming barriers to advancement, and leveraging networking opportunities within the profession. Workshops and panel discussions provide practical insights and strategies tailored to empower women pharmacists to excel in leadership roles, from clinical management to organizational decision-making.

Mentorship and Networking

The summit emphasizes the importance of mentorship in fostering career growth and professional success for women in oncology pharmacy. Mentorship programs showcased at the summit offer structured guidance, career advice, and personal support from experienced leaders within the field(10). Networking sessions provide opportunities for participants to connect with peers, mentors, and industry experts, facilitating collaborations and knowledge exchange that are instrumental in career advancement.

Addressing Challenges and Promoting Equity

A critical aspect of the summit involves addressing the systemic challenges and barriers that hinder gender equity in oncology pharmacy leadership. Discussions may encompass strategies for combating gender bias, advocating for policy changes within healthcare organizations, and promoting inclusive practices that support women's professional development and advancement.

Innovation and Best Practices

The summit highlights innovative practices and best-in-class approaches that empower women pharmacists to drive positive change in oncology pharmacy. Case studies, research presentations, and interactive workshops showcase pioneering initiatives, technological advancements, and patient-centered care models spearheaded by women leaders in the field(11).

Impact and Future Directions

The HOPA Women in Oncology Pharmacy Summit underscores its impact by catalyzing actionable insights, fostering collaborations, and inspiring participants to champion diversity, equity, and inclusion within their respective roles and organizations. By empowering women pharmacists with the knowledge, skills, and networks needed to thrive in oncology pharmacy leadership, the summit plays a pivotal role in shaping the future of the profession and advancing patient care outcomes.

In essence, the HOPA Women in Oncology Pharmacy Summit represents a cornerstone event for empowering and advancing women pharmacists in oncology, offering a robust platform for education, advocacy, and collaboration aimed at achieving gender equity and excellence in healthcare leadership.

5. Our findings from the Summit

Gender Disparities and Challenges in Leadership: Discussions at the summit underscored persistent gender disparities in oncology pharmacy leadership. Women remain underrepresented in top leadership positions, facing barriers such as gender bias, stereotyping, and limited access to mentorship and networking opportunities(12). These challenges contribute to a "glass ceiling" effect that impedes career progression and professional development for women pharmacists in the field (Smith et al., 2020).

Impact of Mentorship and Supportive Networks: Mentorship emerged as a critical factor in advancing women's careers in oncology pharmacy. Summit participants highlighted the transformative role of mentorship programs in providing guidance, career advice, and advocacy support. Effective mentorship fosters confidence, skill development, and strategic career navigation essential for overcoming barriers and achieving leadership roles (Davis et al., 2021).

Strategies for Advancing Women in Leadership: The summit showcased effective strategies and best practices for promoting gender equity and inclusion in oncology pharmacy leadership. Initiatives such as leadership development programs, tailored mentorship schemes, and advocacy for policy changes were identified as instrumental in creating pathways for women pharmacists to thrive and excel in leadership positions (Lee & Smith, 2022).

Innovations in Patient Care and Clinical Practice: Presentations and case studies highlighted innovations driven by women leaders in oncology pharmacy, emphasizing patient-centered care models, technological advancements, and evidence-based practices. These innovations not only enhance clinical outcomes but also showcase the unique contributions of women pharmacists in advancing oncology care delivery (Williams et al., 2020).

Call to Action and Future Directions: The summit concluded with a call to action for healthcare organizations, educational institutions, and industry stakeholders to prioritize diversity, equity, and inclusion in leadership roles. Participants advocated for continued collaboration, advocacy efforts, and institutional reforms to dismantle barriers and create a supportive environment where women pharmacists can thrive and lead within oncology pharmacy.

Impact on Professional Development and Networking: Attendees highlighted the summit's significant impact on professional development and networking opportunities. The event facilitated meaningful connections, knowledge exchange, and collaboration among women pharmacists, fostering a community of support and empowerment that extends beyond the summit itself.

Commitment to Continuous Learning and Improvement: Feedback from summit participants underscored a commitment to ongoing learning, professional growth, and continuous improvement in advancing women's leadership in oncology pharmacy. Recommendations included expanding mentorship initiatives, enhancing leadership training programs, and advocating for policy changes that promote gender equity and career advancement.

5.1 Divergent views exist among HOPA members regarding obstacles and the resources available for leadership

The HOPA membership comprises a diverse community of pharmacists and healthcare professionals dedicated to advancing hematology and oncology pharmacy practice. Within this community, opinions vary significantly regarding the availability of leadership resources and the barriers faced in achieving leadership roles in oncology pharmacy.

Perceptions of Available Leadership Resources

Opinions among HOPA members regarding available leadership resources in oncology pharmacy leadership are multifaceted. Some members perceive a robust framework of resources, including educational programs, mentorship opportunities, and networking platforms tailored to support career advancement in leadership roles. These resources are seen as instrumental in providing guidance, skill development, and professional networking crucial for aspiring leaders within the field.

Conversely, other members express concerns about the adequacy and accessibility of these resources. They highlight gaps in leadership development initiatives, noting a lack of tailored programs addressing the specific needs and challenges faced by women pharmacists and underrepresented groups in oncology pharmacy leadership. These members advocate for expanded and more inclusive leadership training programs that cater to diverse career paths and professional aspirations.

Identified Barriers to Leadership

Opinions diverge significantly regarding the barriers encountered by HOPA members in attaining leadership roles within oncology pharmacy. Commonly cited barriers include gender bias, institutional culture, and structural inequities within healthcare organizations that hinder career progression for women pharmacists and minority groups. Members emphasize the need for proactive measures to address unconscious bias in recruitment and promotion processes, advocate for policy reforms that promote equity, and create a supportive organizational culture that values diversity and inclusion.

Additionally, members highlight challenges related to work-life balance, career development pathways, and access to mentorship opportunities as significant barriers that impact leadership aspirations. They stress the importance of tailored support systems, such as mentorship programs and leadership coaching, to navigate these challenges effectively and empower pharmacists to pursue leadership roles with confidence and competence.

Strategies for Addressing Divergent Perspectives

In response to divergent perspectives on leadership resources and barriers, HOPA members advocate for collaborative efforts to enhance existing resources and overcome barriers to leadership. Proposed strategies include:

1. **Enhanced Diversity and Inclusion Initiatives:** Implementing robust diversity, equity, and inclusion (DEI) initiatives that promote equitable access to leadership opportunities and support the professional growth of women pharmacists and underrepresented groups.
2. **Expanded Mentorship Programs:** Developing comprehensive mentorship programs that provide tailored guidance, career advice, and networking opportunities to support career advancement in oncology pharmacy leadership.
3. **Advocacy for Policy Changes:** Advocating for policy reforms within healthcare organizations to mitigate unconscious bias, promote transparency in leadership selection processes, and create pathways for career progression based on merit and competency.
4. **Educational and Professional Development:** Expanding educational resources and professional development initiatives that address the specific needs and challenges of aspiring leaders in oncology pharmacy, including leadership training, management skills, and strategic decision-making.
5. **Community Engagement and Networking:** Facilitating opportunities for community engagement, knowledge sharing, and networking among HOPA members to foster collaboration, mentorship, and peer support in advancing leadership roles within the profession.

5.2 Programs for training oncology pharmacists should formally incorporate leadership resources and make them accessible to other participants

In the dynamic field of oncology pharmacy, the integration of leadership resources into training programs is increasingly recognized as essential for fostering the next generation of competent and visionary leaders. Leadership in pharmacy extends beyond clinical expertise to encompass strategic decision-making, advocacy, and innovative practices that drive positive change in patient care and organizational outcomes. Therefore, formal integration of leadership resources into oncology pharmacy training programs not only enhances professional development but also equips pharmacists with the skills and knowledge necessary to navigate complex healthcare environments effectively.

Benefits of Integrating Leadership Resources

The formal integration of leadership resources into oncology pharmacy training programs offers several benefits to aspiring pharmacists and current practitioners alike:

Skill Development: Leadership resources provide structured learning opportunities to develop essential leadership competencies, such as communication, team management, conflict resolution, and strategic planning. These skills are critical for effective leadership in clinical settings, research initiatives, and healthcare management roles.

Career Advancement: Access to leadership resources prepares pharmacists to assume leadership roles within oncology pharmacy departments, healthcare organizations, and professional associations. It empowers them to contribute meaningfully to decision-making processes, policy development, and quality improvement initiatives that impact patient care and organizational outcomes.

Diversity and Inclusion: Formal integration of leadership resources promotes diversity and inclusion by providing equitable access to training and development opportunities for pharmacists from diverse backgrounds. It fosters a culture of respect, collaboration, and mutual support among healthcare professionals, contributing to a more inclusive and innovative healthcare environment.

Organizational Excellence: Equipped with leadership skills and knowledge, pharmacists can contribute to organizational excellence by implementing best practices, driving operational efficiencies, and promoting a culture of continuous improvement within oncology pharmacy settings.

Strategies for Integration and Implementation

To effectively integrate leadership resources into oncology pharmacy training programs and make them available to members, healthcare organizations and professional associations can consider the following strategies:

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Curriculum Development: Collaborate with academic institutions and industry experts to design and incorporate leadership modules into existing oncology pharmacy training curricula. These modules should cover foundational leadership principles, case studies, and practical exercises to apply learning in real-world scenarios.

Mentorship and Coaching: Establish mentorship programs that pair experienced leaders with aspiring pharmacists to provide personalized guidance, career advice, and professional development support. Mentorship enhances learning outcomes and prepares pharmacists for leadership roles through hands-on experience and knowledge sharing.

Workshops and Seminars: Organize workshops, seminars, and webinars focused on leadership development topics, such as emotional intelligence, change management, and ethical decision-making. These events should be accessible to members through online platforms and recorded sessions for flexible learning opportunities.

Resource Accessibility: Create a centralized repository or online portal where members can access leadership resources, including articles, research papers, toolkits, and best practice guidelines. Ensure these resources are updated regularly and tailored to the evolving needs of oncology pharmacy professionals.

Continuing Education Credits: Offer continuing education credits or certifications for completing leadership training programs and participating in professional development activities. Recognize pharmacists who demonstrate proficiency in leadership competencies through formal accreditation and credentialing processes.

5.3 There are obstacles, ranging in size and frequency

Barriers in Oncology Pharmacy Leadership: Scope and Prevalence

The landscape of oncology pharmacy leadership is marked by various barriers that hinder the advancement of pharmacists, particularly women and underrepresented groups, into leadership roles. These barriers encompass a wide range of systemic, organizational, and personal challenges that impact career progression, professional development, and equitable representation within the field.

Systemic Barriers

Systemic barriers in oncology pharmacy leadership stem from structural inequalities and entrenched biases within healthcare systems. These barriers include:

Gender Bias: Persistent gender biases in recruitment, promotion, and compensation practices contribute to the underrepresentation of women in leadership positions. Women pharmacists often face stereotypes and double standards that undervalue their leadership potential and limit career advancement opportunities (Smith et al., 2020).

Structural Inequities: Organizational structures that prioritize traditional leadership models and hierarchical decision-making processes may marginalize diverse perspectives and hinder inclusive leadership practices. Lack of diversity in leadership teams perpetuates status quo dynamics that fail to address the unique challenges faced by women and minority pharmacists.

Organizational Barriers

Within healthcare organizations, specific barriers impact the career trajectories of pharmacists aspiring to leadership roles:

Limited Mentorship and Sponsorship: Unequal access to mentorship and sponsorship opportunities inhibits career guidance and professional networking essential for leadership advancement. Women pharmacists often lack mentorship from senior leaders who can advocate for their career progression and provide strategic advice (Davis et al., 2021).

Workplace Culture: Organizational cultures that prioritize long hours, rigid hierarchies, and minimal work-life balance initiatives disproportionately affect women pharmacists, who may face challenges balancing professional responsibilities with caregiving roles and personal commitments.

Personal Challenges

On a personal level, pharmacists encounter barriers that affect their leadership aspirations and career satisfaction:

Self-Perception and Confidence: Women pharmacists may experience imposter syndrome or self-doubt regarding their leadership abilities, influenced by societal expectations and limited role models in senior leadership positions.

Career Development Resources: Unequal access to professional development resources, such as leadership training programs, continuing education opportunities, and financial support for advanced degrees, can impede career growth and hinder skill acquisition necessary for leadership roles (Lee & Smith, 2022).

Prevalence and Impact

The prevalence of these barriers varies across healthcare settings and organizational cultures but collectively contributes to disparities in oncology pharmacy leadership. Research indicates that women and minority pharmacists

face compounded challenges in navigating these barriers, leading to lower representation in executive leadership roles and decision-making positions critical for shaping healthcare policies and practices (Williams et al., 2020).

Addressing these barriers requires a multifaceted approach that involves:

- **Policy Reforms:** Implementing policies that promote gender equity, diversity, and inclusion in leadership recruitment, retention, and promotion practices within healthcare organizations.
- **Leadership Development Programs:** Designing tailored leadership development programs that equip pharmacists with essential skills, competencies, and mentorship support needed to thrive in oncology pharmacy leadership roles.
- **Cultural Shifts:** Cultivating inclusive workplace cultures that value diverse perspectives, support work-life balance, and foster a supportive environment for women and underrepresented groups to succeed.
- **Advocacy and Awareness:** Advocating for systemic change, raising awareness about gender disparities in leadership, and promoting accountability for achieving equitable representation in oncology pharmacy leadership.

6. Impediments to female leaders in oncology pharmacy

Barriers for Aspiring Women Leaders in Oncology Pharmacy

The journey for women aspiring to leadership roles in oncology pharmacy is fraught with various challenges that impede their career progression, professional development, and attainment of senior leadership positions. These barriers are multifaceted and can be categorized into systemic, organizational, and personal challenges that disproportionately affect women within the healthcare profession.

Systemic Challenges

Gender Bias and Stereotypes: One of the most pervasive barriers is gender bias, which manifests in subtle and overt forms across healthcare systems. Women pharmacists often encounter stereotypes that undermine their leadership capabilities and perpetuate traditional gender roles. This bias can influence hiring decisions, promotion opportunities, and access to leadership roles, creating barriers to advancement (Smith et al., 2020).

Structural Inequities: Systemic inequities within healthcare organizations, such as male-dominated leadership structures and ingrained cultural norms, contribute to a lack of representation and voice for women in decision-making processes. These structural barriers limit opportunities for women pharmacists to contribute fully to strategic planning, policy development, and organizational governance.

Organizational Challenges

Limited Mentorship and Sponsorship: Access to mentorship and sponsorship from senior leaders is crucial for career guidance, professional networking, and advocacy in leadership circles. However, women pharmacists often face barriers in accessing mentors who can provide strategic advice, visibility, and support for career advancement (Davis et al., 2021).

Workplace Culture and Bias: Organizational cultures that prioritize long hours, inflexible work schedules, and a lack of work-life balance initiatives disproportionately affect women, who may also juggle caregiving responsibilities and other personal commitments. This can create challenges in balancing professional aspirations with personal life, contributing to career stagnation and burnout.

Personal Challenges

Self-Perception and Confidence: Women pharmacists may internalize societal expectations and cultural norms that undermine their confidence and self-perception as effective leaders. Imposter syndrome, fear of failure, and limited role models in senior leadership positions can hinder their ability to pursue and succeed in leadership roles.

Career Development Opportunities: Unequal access to career development opportunities, such as leadership training programs, advanced education, and professional certifications, further exacerbates barriers for women aspiring to leadership. Limited financial resources, lack of organizational support, and systemic biases in promotional criteria can restrict career advancement prospects (Lee & Smith, 2022).

Impact and Implications

The cumulative impact of these barriers is profound, contributing to underrepresentation of women in oncology pharmacy leadership roles and perpetuating disparities in career outcomes. Research indicates that addressing these

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barriers is essential not only for promoting gender equity and diversity but also for enhancing organizational performance, innovation, and patient care quality (Williams et al., 2020).

Addressing Barriers and Promoting Equity

To address these barriers effectively, healthcare organizations and stakeholders can consider the following strategies: Implementing Gender-Inclusive Policies: Adopting policies that promote gender equity, diversity, and inclusion in leadership recruitment, retention, and promotion practices.

- **Expanding Mentorship and Sponsorship Programs:** Establishing formal mentorship and sponsorship programs that pair aspiring women leaders with senior executives who can provide guidance, advocacy, and career development support.
- **Cultural Transformation:** Fostering inclusive workplace cultures that value diverse perspectives, support work-life balance, and prioritize equity in decision-making processes.
- **Investing in Leadership Development:** Investing in leadership development initiatives, training programs, and professional certifications that equip women pharmacists with essential skills, competencies, and knowledge required for leadership roles.
- **Advocacy and Awareness:** Advocating for systemic change, raising awareness about gender disparities in leadership, and promoting accountability for achieving equitable representation in oncology pharmacy leadership.

7. Conclusion and Future work

The landscape of oncology pharmacy leadership presents both significant challenges and promising opportunities for women pharmacists. Throughout this exploration, it becomes evident that women continue to face barriers rooted in systemic biases, organizational cultures, and personal challenges that hinder their advancement into leadership roles. Gender bias, limited mentorship opportunities, workplace culture, and unequal access to career development resources are among the critical barriers that perpetuate disparities in leadership representation.

Despite these challenges, there are notable opportunities and best practices that pave the way for women to thrive as leaders in oncology pharmacy. Initiatives such as mentorship programs, leadership development training, advocacy for gender-inclusive policies, and fostering inclusive workplace cultures are essential steps towards promoting equity and creating pathways for women to excel in leadership positions. Women leaders in oncology pharmacy demonstrate resilience, innovation, and a commitment to patient-centered care that enriches the field and drives positive change.

Future Work

Moving forward, several areas warrant further exploration and action to enhance opportunities for women in oncology pharmacy leadership:

1. **Longitudinal Studies:** Conduct longitudinal studies to track the career trajectories of women pharmacists in oncology pharmacy leadership, examining factors influencing their career progression, challenges encountered, and strategies for overcoming barriers.
2. **Intersectional Approaches:** Adopt intersectional approaches to understand how race, ethnicity, age, sexual orientation, and other identities intersect with gender in shaping leadership experiences and opportunities for women in oncology pharmacy.
3. **Organizational Policies:** Advocate for the implementation of organizational policies that promote gender equity, diversity, and inclusion in leadership recruitment, retention, and advancement practices within healthcare settings.
4. **Educational Initiatives:** Expand educational initiatives and professional development opportunities tailored to the unique needs of women pharmacists, including leadership training programs, mentorship networks, and skill-building workshops.
5. **Collaborative Partnerships:** Foster collaborative partnerships between healthcare organizations, academic institutions, professional associations, and industry stakeholders to advance research, advocacy efforts, and best practices in supporting women in oncology pharmacy leadership.
6. **Empowerment and Support:** Continue to empower and support women pharmacists through networking opportunities, visibility in leadership roles, and recognition of their contributions to advancing oncology pharmacy practice and patient care outcomes.

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Conflicts of interest

The authors have no conflicts of interest to declare

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