

THE AWIMS ADVISOR

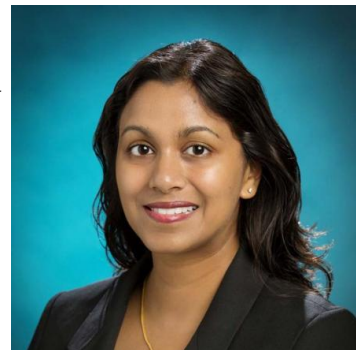
NEWS FROM THE ALLIANCE FOR WOMEN IN MEDICINE & SCIENCE

Compassion and Connection

Dear Colleagues,

I am thrilled to introduce our editorial team! Ms. Tyra Jones, Dr. Ayame Takahashi, and Ms. Brooke Miller are associate editors of the AWIMS Advisor and have undoubtedly added style and content to the newsletter. I appreciate their collective brilliance, creativity, and commitment to AWIMS.

I continue to be humbled by our AWIMS community who selflessly provided meals for our homeless community members, and contributed to #HealIndia to help with COVID-19 relief efforts in India. Your high level of compassion and deep love of humanity are an inspiration! Our incredibly meaningful dialogue during the AWIMS leadership series and connection with entities such as the NIH and AMA continue to propel us towards our mission of achieving gender equity.



My sincere thanks to each of you for all you do for our patients and for women in medicine and science. My deepest appreciation for our AWIMS Executive Committee and Advisory Board for their exemplary work, and to Dr. Wendi El-Amin and Dean Jerry Kruse for their ongoing support. We are one.

Vidhya Prakash, MD, Director of SIU AWIMS

The AWIMS Advisor Editorial Board



Vidhya Prakash, MD, Editor-In-Chief

"A small body of determined spirits fired by an unquenchable faith in their mission can alter the course of history." Mahatma Gandhi

This quote by an inspiring leader resonates with me. It reinforces the power of a grassroots organization like AWIMS.



Tyra Jones, Associate Editor

My favorite quote/Scripture Isaiah 61:3

"He will give you beauty for ashes." This means a lot to me. It reminds that God can take all the bad stuff that has happened in my life and make it beautiful again.



Ayame Takahashi, MD, Associate Editor

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." -Maya Angelou

This is one of my favorite quotes as it is a reminder to be mindful of your impact on others. Lessons taught with pain may be remembered but more to avoid the teacher as the source of pain rather than as a mentor whose words carry wisdom.



Brooke Miller, DMSc, PA-C,
Associate Editor

"To laugh often and much; to win the respect of intelligent people and the affection of children; to earn the appreciation of honest critics and endure the betrayal of false friends; to appreciate beauty; to find the beauty in others; to leave the world a bit better whether by a healthy child, a garden patch, or a redeemed social condition; to know that one life breathed easier because you lived here. This is to have succeeded." -Ralph Waldo Emerson

This speaks to what I believe in...servant leadership. Serving others; whether patients, students, colleagues, friends, and family, in order to be of help. Living with empathy and compassion, ensuring people are heard and feel valued, and doing your best to make a difference in the lives of others: that's a goal.

Table of Contents

AWIMS Support #HealIndia initiative	Page 4
Meal Train	Page 5
Give Her a Reason to Stay!	Pages 6-10
IWIL Symposium	Page 11
AWIMS Honored by NIH ORWH	Page 12
AWIMS Leadership Series	Pages 13-14
AWIMS Presents during AMA meeting	Page 15
AWIMS Executive Leadership Program	Page 16
Articles and Quotes	Pages 17-18
AWIMS spotlight: Mr. Joshua Crist	Page 19-20
AWIMS spotlight: Dr. Haneme Idrizi	Pages 20-21
AWIMS Advisory Board and Executive Committee	Page 22

AWIMS Supports #HealIndia

Due to the rampant spread of COVID-19 in India this past summer, AWIMS members selflessly contributed to a #HealIndia fundraiser sponsored by [Health4theWorld](#). As a result of our efforts, Health4theWorld was able to send over 150 oxygen concentrators and 1000 pulse oximeters to 35 sites in over 11 states in India. The generosity, kindness, and compassion of our AWIMS community are truly inspiring!

Health4theWorld COVID India Aid



Meal Train

AWIMS members team up to serve community members at the winter warming center.

By Ms. Erica Austin



Pictured: Ms. Jo Turley's husband, Mr. John Zelle, and their granddaughter Aubree Gilbert

Ms. Erica Austin, Dr. Vidhya Prakash, and Ms. Jo Turley contributed to the [MealTrain](#) in Springfield, Illinois by joining forces to prepare and deliver a fabulous meal for our homeless community. Below is a reflection from Ms. Erica Austin on her experience.

Growing up my pastor had a saying, "We are connected." I never really quite understood what that meant until I got older. Preparing and delivering food to the homeless at Salvation Army exemplified what that saying meant. No matter our race, gender, language, religion, or creed we must understand that we are connected and have an obligation and duty to be there for others when they are in need. We must not idly sit by while those we are connected to are hungry, struggling, and scared.

Volunteering for the meal train was an excellent experience and it gave me a chance to maintain a self-awareness of my own thoughts, feelings, and actions. By volunteering for the meal train, I choose to impact those around me in a positive way.

The smiles, the gestures of appreciation, the offerings of help to carry stuff from my car, and the abundance of "God Bless you's" really resonated with me and made it all worthwhile. That's the connectedness of us. Although these individuals were vulnerable, they are just as creative and beautiful and passionate and human as the rest of us. Do your part in this interconnectedness and give back when you can. Hear me, hear them, and hear us for we are connected.

#GiveHerAReasonToStay

September was Women in Medicine month! AWIMS was proud to support the #GiveHerAReasonToStay campaign, sponsored by the American Medical Women's Association (AMWA) and the Executive Leadership in Academic Medicine (ELAM) program.

During the current COVID-19 pandemic, women represent the majority of front-line workers and shoulder much of the child and eldercare responsibilities at home. Further, women in medicine and science continue to struggle with pay inequity and sexual harassment. It comes as no surprise that women are leaving the medical workforce in large numbers.



Let's #GiveHerAReasonToStay!
Please view details about the campaign on the [AMWA website](#).
I urge you to pay close attention to the right-hand column which details what we can do at the institutional and individual levels. Together, we will retain and support this vital part of our health care workforce.

Dr. Vidhya Prakash



"The 34-year of black female scientist Dr. Kizzmekia Corbett who was at the forefront of the COVID-19 vaccine development (Moderna) is a prime example of why it is important to retain women in academic medicine. Women in academic medicine ensure equitable & inclusive environments that allow underrepresented groups, which includes women, to flourish and promote greater advancement for more women to leadership positions contributing to the health of the nation."

Ms. Erica Austin



Why do we need to retain women in health care? The answer is quite simple. We all need the best health care workforce in society. Why should we give up or underutilize half of the human assets and talents? For further clarification, I would ask back. Why do we need to retain men in health care?

Dr. Heeyoung Han



Women in medicine create better patient outcomes, better patient experiences, more efficient and equitable workplaces, and are stellar role models to our learners and community. An environment that provides equity in compensation, recognition and opportunity is essential for the future of healthcare.

Dr. Robert Robinson



COVID is not my first plague. Mine was HIV, and I did my residency in Internal Medicine in the mid 1990's, the height of the AIDS crisis in America. When I was an intern, I spent many months on a 75 bed special unit for HIV positive patients and there were days where that entire ward was full and the total CD4 count didn't reach 100. I learned many things working on that unit, and in many ways I owe my abilities as a hospitalist to that experience, but many of the lessons came with a big dose of moral or spiritual pain. It is very, very hard to witness people suffer every day. I guess that is a lesson we have all learned in the past year.

I remember attending rallies to call attention to the plight of people with HIV, trying to get the FDA to speed up their process with new drugs, advocating for more money and more help to be brought to the problem.

I will never forget sitting in Grand Rounds when I was a third year resident and hearing a researcher talk about protease inhibitors – the first really effective drugs for HIV. He might as well have been describing a dream as he talked about people whose immune systems had totally recovered with these new drugs. I highly doubted that we would ever see that in reality for all HIV patients.

But then it happened. And a year later, the special ward for HIV patients closed, because there weren't enough sick HIV patients to keep it open. Activism and Science work. I saw it literally right before my own eyes. I think about that all the time, because although COVID is a different plague, it's not immune to activism or science. Nothing is.

As women, we have always been the people caring for others. We are natural activists. And at SIUSOM, we're science believers, too. Those two abilities will get us through – and that's the reason I stay.

Dr. Christine Todd



In the words of Dr. Jocelyn Elders, the first Black U.S. Surgeon General, “you can’t be what you don’t see.”

Our presence in medicine provides hope and opportunities for every little girl who sees herself in us.

Ms. Patrice Jones



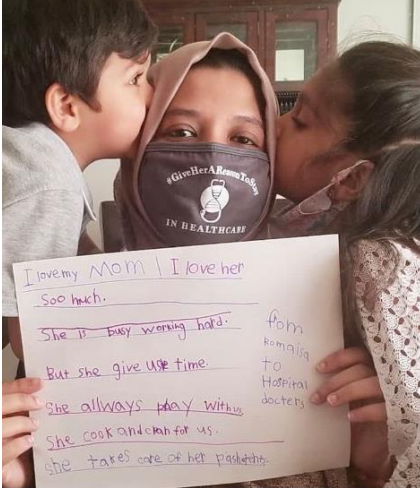
“It is important to retain women in academic medicine because academic medical centers benefit from women’s knowledge, skill set, vision and entrepreneurship. These women serve as mentors and role models for the next generation of academic professionals.”

Dr. Krati Chauhan



It is important to retain women in academic medicine because women bring not only their knowledge to the table, but also their emotional intelligence, intuition, transferable skillsets, and life lessons that transform lives for the better.

Dr. Stacy Grundy



You are not doing much! You have to do extra to prove yourself ! You cannot handle this!

I am a Mother, a Wife, a Daughter, a Sister, and **YES, I am a 'PHYSICIAN' too...But...!!!!** 😊

Women in so many roles... Fulfill all responsibilities and duties diligently. ... But how??? Does anyone ever wonder!!! 😊

Suffering ourselves, denying our own needs, ignoring our being... Sometimes **"I, Me, My, Myself..."** don't exist in our life.....

Is that not enough!!!! Are we not doing much!!!!????



Please don't let us agonize over our decision to be a physician.

Allow us to excel. Look at our high potential qualities, multitasking abilities, high clinical and academic performance despite being exhausted, tired and sleep-deprived.

We need your help and support to help us sustain, strive and, WE WILL SHINE...♥♥♥

Dr. Aysha Rafaquat

IWIL Symposium

AWIMS, the Office of Human Resources, and the Department of Internal Medicine co-sponsored the Illinois Women in Leadership symposium in 2021! Held at the Crowne Plaza, the symposium featured keynote speaker, [Christine Cashen](#), and thought-provoking sessions on topics ranging from financial planning to wellness. Our own Ms. Rikeesha Phelon gave a riveting session about the cost of conformity, featuring Dr. Wendi El-Amin and Dr. Vidhya Prakash. Read testimonials from members of our SIU family who attended this fantastic event.

One thing that really resonated with me was when the keynote speaker said, “What you say comes your way.” Her words reminded me that only I can create expectations for myself. I have the power to reject negative thinking and embrace positivity, thus influencing outcomes.

Dr. Haneme Idrizi

I had a great experience and am grateful I was able to take someone’s spot last minute!

When it comes to investing and financial planning, I’ve always felt I lacked the knowledge and confidence to make decisions. In Sarah Goleman’s session, I learned the basics of investing from a woman’s perspective. As females, we often make financial decisions for the good of our family, not necessarily ourselves. On average, we lose 8-10 years of work caring for children and aging parents, as compared to men. Our partners are frequently older than us, and so we retire when they retire, meaning we often lose 3 or more years of paying into social security once again. We also make really safe (too safe?) investments as compared to men while we’re young.

I left the session with three pages of notes, including some basic definitions, my own financial goals and advice specific to women my age. Since last Thursday, I opened my own eTrade investment account! I haven’t actually invested anything yet, but I’m eager to start and feel much more comfortable talking about stocks, bonds, retirement and college savings.

Unrelated to that session but related to the day as a whole, I felt so proud to be part of SIU Medicine. Dr. Prakash, Dr. El-Amin and Ms. Rikeesha Phelon are phenomenal representatives of the school and SIU is very lucky to have them. I hope leadership is giving you every “reason to stay” in health care and academic medicine.

Ms. Lauren Crocks

AWIMS received an honorable mention for the National Institutes of Health Office of Research on Women's Health competition for effective approaches to enhancing faculty gender diversity, equity, and inclusion. On October 5th, Dr. Vidhya Prakash participated in a panel discussion, "[vision for institutional change](#)," during a special NIH virtual forum celebrating prize winners and honorable mentions. Dr. Prakash highlighted the tremendous work of AWIMS and underscored the power of grassroots initiatives and the importance of allyship.



AWIMS Leadership Series

After a successful 4th annual SIU Medicine's Women in Medicine and Science conference, AWIMS continued its leadership series featuring phenomenal leaders from the SIU community. Read for pearls from each session below.

Wellness and Joy in Work: Leadership and Advocacy around Wellness at the Institutional Level with Dr. Susan Hingle and Dr. Christine Todd

"A lot of advocacy is about relationship building and is something that doesn't happen quickly. It is an active, ongoing process." Dr. Susan Hingle

"If you're wondering what your source of advocacy might be, start with your privilege. In what realms are your privileges rooted? What types of advocacy might grow from those roots?" Dr. Christine Todd

"Wellness consists of three interlocking elements: self-care, caring communities, and the organizational environment." Dr. Christine Todd

Advocacy and Our Next Generation: The Value of Mentorship in Building Future Leaders with Mr. Michael Phelon and panelists Ann Ramey, Jamila Patterson and Darryl Caldwell from [The Outlet](#)

On mentorship

"It's my passion to work with them and watch them grow." Jamila Patterson

"You have to be present." Ann Ramey

"For me, it's about being a lifelong learner. I learn so much from these young people." Darryl Caldwell

How do we encourage adults to become mentors?

Bring a friend and try mentoring in pairs/groups.

Current mentors: share joy working with others.

Leadership and Advocacy in Public Health: Collaboration, Communication, and Compassion with Dr. Sameer Vohra

On the politics of the pandemic: The values that we are seeing against each other are those of safety vs security during the COVID-19 pandemic.

"Once lost, trust can only be regained if we are as good as our word." Desmond Tutu

“The single biggest problem in communication is the illusion that it has taken place.” George Bernard Shaw

“There is a better way to do it. Find it.” Thomas Edison

“The future depends on what you do today.” Mahatma Gandhi

Leadership and Advocacy in the Community During a Crisis: Building Bridges and Earning Trust with Erica Austin and Kimberlee Gregory, MDiv, MSW, LISW

Advocacy types: self-advocacy (standing up for yourself), individual advocacy (acting on behalf of others), system advocacy (change policies, rules, or laws)

PREPARE MODEL: Problem to Address, Review, Establish primary goal, Identify People of influence, Assess potential costs and benefits, Review personal and professional risks, Evaluate potential for Success

Building leadership: Assemble a network of teams, empower others, promote open discussion to foster creative exchange of ideas without fear of reprisal, be flexible to new directions, don't let emotions overwhelm you, transparency.

“If not you, then who?” Put fears aside, be selfless, service-oriented

Building bridges: communication, empathy, create lasting memories, defuse stressful moments, learn to say no

Earning trust: Be true to your word and follow through, be honest, admit mistakes, don't make promises you can't keep.

Advocacy for Community Health: Mobilizing the Community to Impact Lasting Change with Dr. Tracey Smith

“When I mentor individuals in young in their careers, I emphasize to them you need to identify what your commitment will be and work to find an organization that allows you to fulfill that commitment then everyday take at least a small step towards that commitment.”

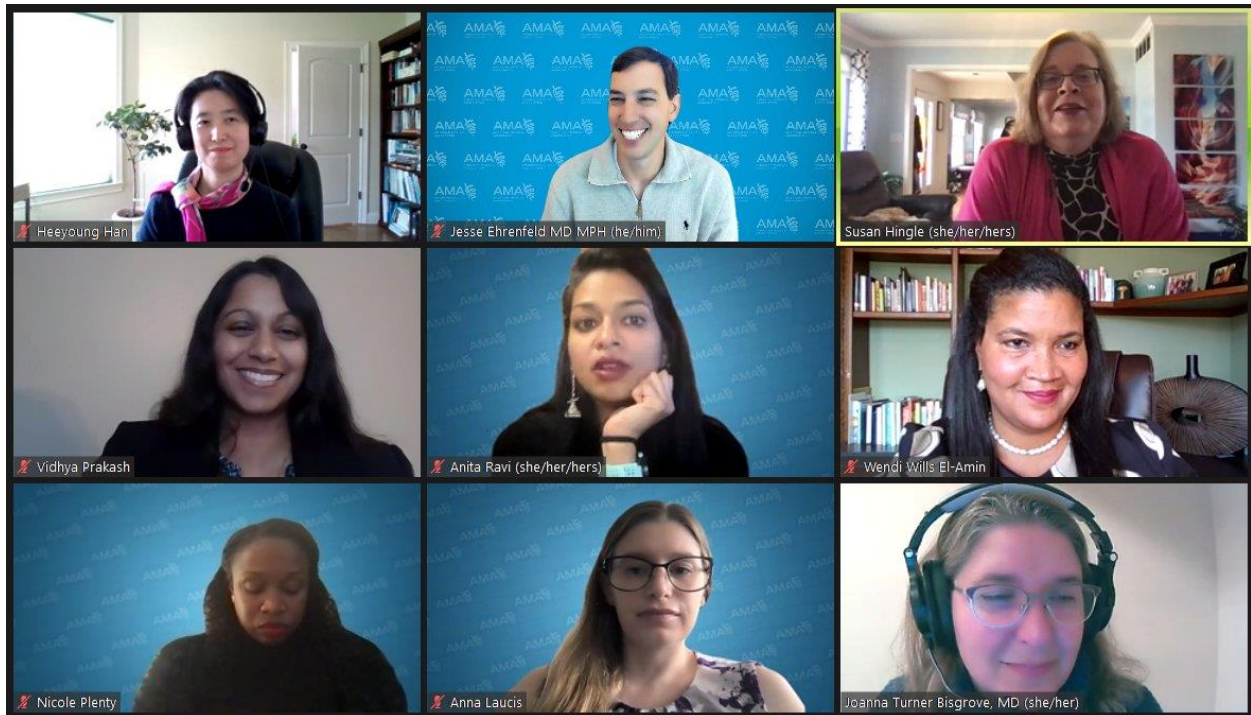
Community Mobilization explores community needs and empowers the community to develop their own solutions.

Never, never, never give up (picture on Tracey's wall)

Humility to know that you don't have all the answers, listening, sincerity, empathy are key in connecting with the community.

AWIMS presents during American Medical Association meeting

AWIMS was one of two recipients of the American Medical Association's (AMA) Joan F. Giambalvo grant for the advancement of women in 2021. With this generous award, co-principal investigators (PI's) Dr. Vidhya Prakash, Dr. Heeyoung Han, Dr. Susan Hingle, and Dr. Wendi El-Amin created the Research Initiative to Sponsor and Empower Women in Medicine and Science (RISE WIMS) program. Fourteen women faculty at SIU School of Medicine were selected to start their own research projects or join an existing one. Each investigator was paired with a research mentor, representative from the Center for Clinical research, and an AWIMS mentor. In October, the core team of PI's presented findings from an incredibly productive year to an engaged and impressed audience at the AMA meeting. We look forward to continuing to sponsor and empower our faculty with this program for years to come!



AWIMS Executive Leadership Program

AWIMS is launching its executive leadership program in April 2022! Open to mid to late-career women faculty at SIU School of Medicine, the longitudinal program will feature local, regional, and national speakers on topics including strategic career planning, negotiation, conflict mediation, and adaptive leadership. Many congratulations to an inspiring group of leaders selected for the program!

Dr. Janet Albers
Dr. Careyana Brenham
Dr. Giovanna Capriolo
Dr. Myto Duong
Dr. Ruchika Goel
Dr. Erin Hascup
Dr. Anna Hickey
Dr. Katherine Hild-Mosley
Dr. Lillian Houston
Dr. Haneme Idrizi
Dr. Jody Lack
Dr. Lauri Lopp
Dr. Deedra McLain
Dr. Charmaine Mziray-Andrew
Dr. Erica Nelson
Dr. Susan Olivo-Marsten
Dr. Diana Sarko
Dr. Nicole Sommer
Dr. Vidya Sundareshan
Dr. Ayame Takahashi

Quotes

For every door that's been opened to me, I've tried to open my door to others. And here is what I have to say, finally: Let's invite one another in. Maybe then we can begin to fear less, to make fewer wrong assumptions, to let go of the biases and stereotypes that unnecessarily divide us. Maybe we can better embrace the ways we are the same. It's not about being perfect. It's not about where you get yourself in the end. There's power in allowing yourself to be known and heard, in owning your unique story, in using your authentic voice. And there's grace in being willing to know and hear others. This, for me is how we become."

— Michelle Obama, [Becoming](#)



Women belong in all places where decisions are being made. It shouldn't be that women are the exception."

— Ruth Bader Ginsburg



Articles

[Is it Self-Care, or is it Capitalism? - by Ijeoma Oluo - Ijeoma Oluo: Behind the Book \(substack.com\)](#)

[Beck Institute | A Tribute to Our Founder, Dr. Aaron T. Beck - Beck Institute](#)

[Pediatricians, Child and Adolescent Psychiatrists and Children's Hospitals Declare National Emergency in Children's Mental Health \(childrenshospitals.org\)](#)

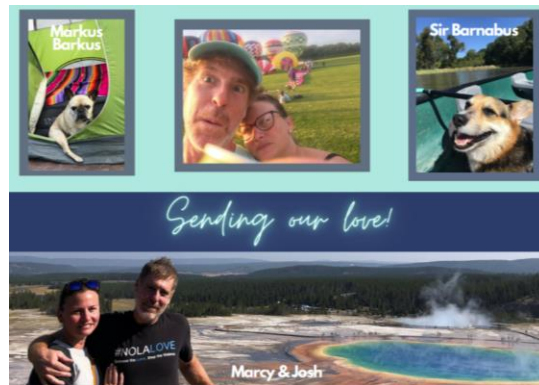
[Black History Month: Representation and Belonging Matter \(linkedin.com\)](#)

[Black History Studies on LinkedIn: "The first step in liquidating a people is to erase its memory. Destroy | 20 comments](#)

[Top 10 Things You Can Do To Impact Gender Equity in Medicine | Women in Medicine | ACP \(acponline.org\)](#)

[Promoting Equity for Women in Medicine — Seizing a Disruptive Opportunity | NEJM](#)
[Gender Equity in Medicine Still a Work in Progress \(jefferson.edu\)](#)

AWIMS Spotlight: Mr. Joshua Crist



Role at SIU Medicine: Program Coordinator with the Center for Rural Health and Social Service Development

Born and Raised: New Orleans, baby

Birthday: July 28

Family: an amazing wife, Dr. Marcy, and two non-human mammals: Sir Barnabus (Corgi) and Sir Lawrence (Tabby)

Favorite Books: Gary Zukav's *Dancing Wu-Li Masters*, and *Ishmael* by Daniel Quinn

Hobbies: cooking, making music, trying to teach Sir Barnabus how to fly

Personal Hero: Dr. Stephen Holtzman. To me, in all of his life encounters, Stephen lives "unconditional positive regard" outwards to his world.

Most Embarrassing Moment: Too many to name. This prompt should be time-bound, like "most embarrassing moment yesterday"

What is your advice for achieving work-life balance? It's a perennial journey; equanimity calls for deep introspection and creativity. I wish I could share something more actionable here.

What is the best piece of advice a mentor gave you? Be succinct.

As the holidays are upon us, could you share a recipe or tradition that celebrates your heritage and the holidays? Neither my paternal or maternal heritages are Italian, but my aunt married a person with strong Italian immigrant roots and culinary traditions. So, in addition to more classic plates on the holiday table, my aunt contributes the undisputed star of the show, melanzane, AKA baked eggplant parmesan. I'm so happy immigrants find a home in America.

What is your unique contribution to Women in Medicine and Science? I might argue that my contribution is the growth and learning that I have experienced as a beneficiary of membership with AWIMS. So, my contribution is actually a take-away. Is that cheating?

AWIMS Spotlight: Dr. Haneme Idrizi



Role at SIU Medicine: I am an Associate Professor of Pediatrics in the Division of Pediatric Hospital Medicine. I care for patients from the newborn period up to adolescence on the pediatric wards. I currently serve as the medical school's Year 4 Curriculum Director and within the Pediatric department, I am the Year 4 Elective Coordinator and PEP Director. In addition, I am the director of an interprofessional education program in the Department of Pediatrics called Partners in Advancing Interprofessional Relationships (Pedi PAIR).

Born and Raised: Chicago, Illinois

Birthday: February 28 (almost a Leap Year baby!)

Family: I have been married to my very supportive husband Juan for 17 years. We have three amazing and vastly different sons: Juanito (15 years), Adam (11 years), and Daniel (9 years).

Favorite Books: Harry Potter series

Hobbies: Cycling, gardening, reading, LEGO, and anything Harry Potter related!

Personal Hero: My father, Ramo Idrizi. He faced great adversity in his life, yet never gave up. At a young age, after fleeing from a communist regime, he found himself a refugee in a new land without money, a home, or knowledge of the language. Despite these insurmountable challenges, he persevered and here I am today because of his sacrifices.

Most Embarrassing Moment: I would say the time as an intern while rounding in the NICU and frantically completing TPN orders, I distractedly asked my attending how many people were in her daughter's cello quartet. I immediately realized the absurdity of my question, but it was too late. Everyone stopped rounding to look at me. I'll never forget my embarrassment and the look of horror on my attending's face as I can only imagine she was wondering if I should be permitted to care for very sick infants after asking such a question!!!

What is your advice for achieving work-life balance? That there are good days and bad days. Embrace it. I am never in a perfect state of homeostasis. There are times that I feel like a rock star mother and others I am convinced my sons will never be functioning members of society because of my work schedule. Be kind and give yourself grace.

What is the best piece of advice a mentor gave you? I had a wise physician who once told me, during a particularly challenging call night, that no matter how bad things may get, "this day shall end." I find myself repeating this mantra during exceptionally difficult days.

As the holidays are upon us, could you share a recipe or tradition that celebrates your heritage and the holidays? As a Latinx, Muslim family, we have a unique way of celebrating our holidays, *Eid al-Adha* and *Eid al-Fitr*. My husband and I always strive to teach our sons about our faith while also including aspects of our diverse cultural backgrounds. For example, we love having an Eid piñata to help make the day extra special. When they were younger, we would read from various children's books that illustrated Latinx families celebrating Eid. I incorporate dishes from all our cultures during the month of Ramadan and on Eid. It is not uncommon for our big holiday meal to consist of *pao de queijo* (Brazilian cheese bread), rice and beans, empanadas, and *burek* (Albanian spinach pie) along with the traditional lamb.

What is your unique contribution to Women in Medicine and Science? I believe that strong, impactful mentorship plays a major role in promoting the advancement of women in medicine and science. Through my active mentorship, I try to serve as a role model and help guide women who come after me.

AWIMS Advisory Board

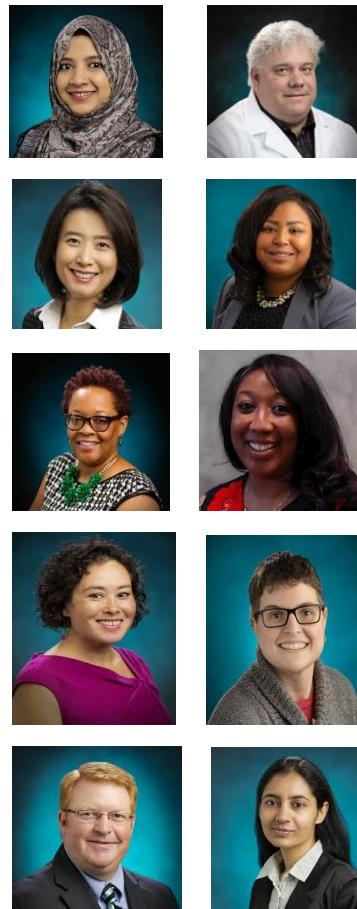


Left to right:
Wendi El-Amin
John Flack
Susan Hingle
Kari Wolf

Debra Klamen
David Steward
Hilary Sanfey
John Mellinger

Vidhya Prakash
Douglas Carlson
Jody Lack
Donald Torry

AWIMS Executive Committee



Dr. Aysha Rafaquat and Dr. Robert Robinson

Dr. Heeyoung Han and Dr. Stacy Grundy

Ms. Patrice Jones and Ms. Erica Austin

Dr. Christine Todd and Dr. Alex Hopkins

Dr. Andrew Wilber and Dr. Krati Chauhan