

THE AWIMS ADVISOR

NEWS FROM THE ALLIANCE FOR WOMEN IN MEDICINE & SCIENCE

Pivoting and Moving Forward Together

Dear Colleagues,

Over the past two years, I have appreciated our ability to rapidly come together in the face of adversity (COVID-19, gender inequity, racism, and oppression, to name a few), pivot with every twist and turn thrown at us, and come out on the other side in solidarity as a strong and vital force. As a community, we continue to have honest dialogue about harassment and the impact of intersectionality on various experiences in academic medicine. It is truly a joy to see our own SIU AWIMS #HeForShe track take off, as this committed group stands with our women colleagues to achieve their vision of an obsolete gender equity gap.

My heartfelt gratitude to each of you for all you do to champion and support women in medicine and science. Your passion, energy, and courage in the face of adversity are an inspiration. I thank our fabulous AWIMS Advisor Editorial Board members, Dr. Ayame Takahashi, Dr. Brooke Miller, and Ms. Tyra Jones, and our AWIMS Executive Committee and Advisory Board for their exemplary work, and 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



"If you don't see a clear path for what you want, sometimes you have to make it yourself."

Mindy Kaling

Vidhya Prakash, MD, Editor-In-Chief



"Success is liking yourself, liking what you do, and liking how you do it."

Maya Angelou

Tyra Jones, Associate Editor



"Do one thing every day that scares you."

Eleanor Roosevelt

Ayame Takahashi, MD, Associate Editor



Brooke Miller, DMSc, PA-C,
Associate Editor



"I stand on the sacrifices of a million women before me thinking what can I do to make this mountain taller so the women after me can see farther."

Legacy, Rupī Kauer

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AWIMS Harassment Seminar

Dr. Christine Todd and Ms. Christine Jarmer led an interactive, case-based seminar on harassment. Below are some reflections from Ms. Jarmer.

“The time is always right to do what is right.” Martin Luther King, Jr.

Times are shifting. Healthcare workers are 200 times more likely to be sexually harassed/assaulted than their same age American counterpart. Sexual harassment isn’t “just part of the job.” To change culture, we have to be willing to speak up and be allies to each other.

Some important take aways from our meeting:

- If you see something, say something. The simple act of acknowledging can be very powerful. And, be respectful of how a person perceived an incident. With the statistic mentioned above, it is imperative to remember that people are on their own journey of healing.
- It's not too late to speak up. Fight or flight... but don't forget about freeze. Some people just continue as if nothing happened. That doesn't mean they are okay with what just happened.
- Taking time to talk about the subject with all aspects of the team is important; together we can make change. Use the chain of command.
- Human Resources has a confidential “no report” way of talking about incidents. This gives those who are victimized time to speak and think in a safe place and decide where to go from here. We also have an equity support team through the Office of Equity, Diversity, and Inclusion.
- It is imperative that our male allies speak up, and the higher the hierarchy the more weight that carries. Certain groups will change behavior with this intervention.
- Thank you to all who took the time to join this conversation, and thank you to those who are willing to help make change happen.

AWIMS Journal Club

Dr. Christopher Smyre reflects on ["Student ethnicity predicts social learning experiences, self-regulatory focus and grades"](#)

I think this is an important area for medical schools to think about. While we know medical students cannot be simply reduced to a grade, we do understand that their grades and comments strongly influence the specialty that student's desire and ability to match into that specialty. Moreover, the more diversity found in any specialty the better all patients will be served especially those from marginalized communities.

Some of my general thoughts regarding this study. I do agree with their acknowledgment that to truly evaluate and think about the experiences of individuals, intersectionality is crucial because all are experiences and seen through the cross section of the various identities we hold and how those identities are viewed in our particular communities. Also, the chosen population and selectivity required to get into medical school may explain why there is no difference within the promotion based self-regulatory system that students are engaging in.

As I read this article, it reminds me of a concept called social defeat. Social defeat is a relatively newer area that highlights and captures the reality that our brains are hardwired for threat detection and does not distinguish between physical and social threats. Thus, several studies have demonstrated that people who experience social defeat behave in patterns seen in those who have experienced trauma and that there can be vicarious or secondary trauma pattern as well, when someone observes another individual experience social defeat. Therefore, the preventative focus being seen in those who have most likely already experienced negative social interactions from institutional and individual biases or heard stories from others, perceive or expect to experience social harm. This priming can place people on guard given the high stakes involved in determining the likelihood of getting into certain specialties and the economic consequences. Thus, similar to those who have been traumatized, they are reacting in ways that their current context may not correlate with, i.e., regardless the actual experiences an URM student may experience.

I think the authors alluding to the impact of the hidden curriculum has to be acknowledged. Medicine is a profession that has a hierarchy that requires conformity to a certain extent to be promoted. However, the interesting fact of the profession is that once you are promoted, you are now able to contribute and shift the norms, and overtime transform how "the good doctor" is defined. We have already seen this happen with the swing from a

paternalistic approach to more shared decision making. Furthermore, I believe we yet again are seeing another shift happen with the recent investment and affirmation of antiracism, and health equity that previous norms are being called into question by members of the profession that are higher up in the hierarchy. I think SIU is a great example of seeing how the norms and priorities have shifted with the leadership commitment in both words and deeds.

AWIMS #HeForShe Launch

AWIMS HeforShe Mission Statement: To recruit men and people of all genders to work in solidarity with women in medicine and science to eliminate the gender equity gap.

Our Vision: An obsolete gender equity gap.

Dr. Robert Robinson and Dr. Aysha Rafaquat launched the AWIMS #HeForShe initiative through a fantastic panel discussion of system and community leaders on January 27th. Moderated by Dr. Christine Todd, the panel discussion featured Dr. Sheila Caldwell, Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Office for the SIU System, Dr. Raj Govindaiah, Senior Vice President and Chief Medical Officer at Memorial Health System, Dr. Jerry Kruse, Dean and Provost of SIU School of Medicine and CEO, SIU Medicine, Dr. Gurpreet Mander, Chief Medical Officer of HSHS St. John's Hospital, and Dr. Wesley McNeese, SIU Systems Executive Director for Diversity Initiatives. Please view the recording below and some thoughts shared by Carolyn, Pointer, JD.

[AWIMS #HeForShe Panel Discussion - YouTube](#)

A Culture That Support Women: Notes from Carolyn Pointer, JD

Recognizes that women often shoulder the burdens of child and eldercare

- Allow for flexible scheduling
- Encourage use of sick days to manage family care
- Encourage men/ fathers to take FMLA time.
- Encourage or mandate use of vacation time.
- Design workflows to accommodate employees who must take unplanned days off.
- Create/ subsidize "sick childcare" for parents who cannot take the day off.
 - o <https://www.parents.com/parenting/work/life-balance/a-working-moms-guide-to-sick-kids/>

- <https://baycare.org/hospitals/morton-plant-hospital/services/childrens-health/sickchild-care-program/>
- Provide resources to help employees find care options for elders and children
- Regularly distribute information, so people know what supports are available.

Seeks to eliminate work/ wage inequities

- Review salaries regularly, to ensure women and men are paid equally
 - Check to make sure women are not carrying more of a burden (committee work)
 - Credit employees who use their “soft skills” of listening and empathy with co-workers and students
 - Reduce productivity expectations, based on caretaker/ FMLA time used.
 - Pay all employees a living wage:
 - “The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.”
- <https://www.globallivingwage.org/about/what-is-a-living-wage/>

Creates real opportunities for “self-care”

- Provide departmental lunches regularly, to encourage people to step away from their work, enjoy a meal, and talk with their co-workers.
- Provide employees with the time in the workday to use the gym/ get a massage/ take a yoga class/ take a walk.
- Expect people to “unplug,” and not to be checking email after work, unless that makes things easier for them.

Opinion | The United States needs its own version of Japan’s ‘womenomics’ — not just for women, but for the economy - The Washington Post

Women Firsts in Medicine

A very brief timeline of some important (but not all inclusive) women in medicine.

By Dr. Ayame Takahashi

1847

Elizabeth Blackwell is the first woman to be admitted to medical school. She entered Geneva Medical College in Geneva, New York in 1847. The faculty were opposed to her admission but because she was otherwise qualified, let the students vote. The students apparently thought this was a joke and unanimously voted her in. Despite being ostracized, seen as “insane” for her ambitions, she graduated in 1849 and founded a clinic which became the New York Dispensary for Poor Women and Children.

"If society will not admit of woman's free development, then society must be remodeled."

"A blank wall of social and professional antagonism faces the woman physician that forms a situation of singular and painful loneliness, leaving her without support, respect or professional counsel."

1848

Boston Female Medical College was founded- later became the New England Female Medical College and now is the Boston University School of Medicine.

1850

Female Medical College of Pennsylvania established (later becomes the Women's Medical College of Pennsylvania).

1860

Rebecca Lee Crumpler is the first African American woman to become a physician. After working as a nurse for 8 years, she was admitted to the New England Female Medical College in 1860. She went on to join other Black physicians in providing medical care for freed slaves after the civil war.

"I early conceived a liking for and sought every opportunity to relieve the suffering of others."

1889

Susan La Flesche Picotte graduates from the Women's College of Pennsylvania. She is the first Native American female physician who returns to her tribe (Omaha) to treat other Native Americans.

"It was only an Indian and it did not matter. The doctor preferred hunting for prairie chickens rather than visiting poor, suffering humanity."

[Susan La Flesche Picotte- Wikipedia](#)

ANNOTATION

Regarding the story of a white doctor who refused to treat a Native Woman, who subsequently died

"We who are educated have to be pioneers of Indian civilization. The white people have reached a high standard of civilization, but how many years has it taken them? We are only beginning; so do not try to put us down, but help us to climb higher. Give us a chance."

1916

Margaret Jesse Chung is the first Chinese American woman to be admitted to medical school, and graduated from the University of Southern California in 1916. She has Illinois ties as well. She had initially wanted to work as a missionary in China, but was denied the position due to her race. She worked as a surgical nurse in LA for a brief period of time before moving to Chicago to be an intern at the Mary Thompson Women and Children's Hospital, then a resident in psychiatry at the Kankakee State Hospital. She later worked at Cook County Hospital and was briefly the state criminologist for Illinois before moving back to her home state of California. She was known to have dressed in masculine clothing and went by "Mike" while in medical school. Although never confirmed – most likely due to stigma, she was rumored to identify as lesbian and had a couple of very close relationships with women. She was engaged once but never married. She treated patients in China Town in San Francisco as well as celebrities. She became known as "Mom Chung" for "adopting" American servicemen during World War II. Although she helped establish the "Women Accepted for Volunteer Emergency Service", she was not allowed to join herself due to suspicions of her identifying as lesbian.

"I used to be ladylike and deferential but found it didn't pay. Everywhere I was stepped on. Now I treat them rough — they lap it up."

1920

Women are allowed to vote!

There are many more women pioneers in medicine over the past 100 years, and we are now at a point where 50% of the students admitted to medical schools are female. I am in awe of the first women and what steep barriers they had to overcome in order to become physicians. Women at the time were thought to be intellectually inferior and unfit to be doctors as the menstrual cycle made them unstable. Although there are still many barriers, called various names such as the “glass ceiling”, the “bamboo ceiling”, and “the mommy tax”, society has come such a long way since Elizabeth Blackwell first decided to apply to medical school. We are still pioneers! I am ever grateful to the women who paved the way before me and I hope I am able to do my piece to make the path easier for the women who come after me.

AWIMS Hygiene Drive for Harvard Park

Ms. Erica Austin and Ms. Patrice Jones organized a special benefit for Harvard Park Elementary, with the purpose of promoting health and hygiene for students. Thanks to the generosity of our SIU School of Medicine and AWIMS community, students received toothbrushes, deodorant, and feminine hygiene products.



From left to right:
School Nurse – Lindsey Howell
Principal – Jim Hayes
AWIMS Co-Chair – Patrice Jones
Assistant Principal – Simon Wilson

AWIMS RISE WIMS Graduates!

Dr. Vidhya Prakash, Dr. Heeyoung Han, Dr. Susan Hingle, and Dr. Wendi El-Amin received the American Medical Association (AMA) Joan F. Giambalvo Fund for the Advancement of Women in 2020. The principal investigators created the Research Initiative to Sponsor and Empower Women in Medicine and Science (RISE WIMS) program at SIU School of Medicine. Objectives of the year-long program were to increase comfort with research and improve productivity in research and scholarly activity. Thirteen women researchers participated in the program, working closely with a team of research coaches, AWIMS mentors, and colleagues from the Center for Clinical Research (CCR) to start or join an existing research project. Five researchers presented their work at the 4th annual SIU Medicine Women in Medicine and Science conference, two participants received additional funding for their projects, and two are preparing manuscripts. The RISE WIMS PI team wishes to thank the research coaches, mentors, and CCR colleagues who made this program possible. Please join us in congratulating our RISE WIMS graduates!

Dr. Dorcas Adaramola

Dr. Priyanka Bhandari

Dr. Krati Chauhan

Dr. Myto Duong

Dr. Ruchika Goel

Dr. Shruti Hegde

Dr. M. Rebecca Hoffman

Dr. Haneme Idrizi

Dr. M. Francesca Monn

Dr. Harini Rathinamanickam

Dr. Jennifer Rosario

Dr. Christine Todd

Dr. Akshra Verma

Women's History Month SIU

Collaborative

In honor of Women's History Month and International Women's Day, SIU-Edwardsville, SIU-Carbondale, and SIU School of Medicine collaborated to host a series of interactive, virtual events in March 2022. Events were sponsored by SIU Edwardsville's receipt of the [ADVANCE grant](#) through the National Science Foundation. Led by Dr. Lynn Bartels, the core planning team included Dr. Liliana Lefticariu, Dr. Susan Morgan, and Dr. Vidhya Prakash. Highlights from each of the events are included below. We look forward to continuing to break down our silos and connect meaningfully with all members of the SIU family.

Equity and Inclusion in the SIU System and Beyond!

Featuring **Dr. Sheila Caldwell**, inaugural Vice President for Antiracism, Diversity, Equity and Inclusion and Chief Diversity Officer for the Southern Illinois University System, and moderated by **Dr. Vidhya Prakash**, Associate Dean of Clinical Affairs and Population Health and Chief Medical Officer of SIU Medicine, this session was a great kick-off to Women's History Month! Dr. Caldwell discussed the state of women in the workplace and how intentional changes in the system through honest dialogue and collaboration are important to achieving gender parity and equity. Honest dialogue around the question of whether participants have ever had to hide a part of their identity ensued. Great discussion and connection!

Choosing a Career in Higher Education

Fantastic panel discussion featuring **Dr. Lisa Abston**, Assistant Dean for Diversity, Equity, and Inclusion for the Graduate College at the University of Illinois Urbana-Champaign; **Dr. Allysa Decker**, Assistant Professor of Environmental Science at Dickinson College; **Dr. Wendi Wills El-Amin**, Associate Dean for Equity, Diversity and Inclusion at Southern Illinois University School of Medicine; **Dr. Young-Shin Jun**, Professor in the Department of Energy, Environmental and Chemical Engineering at Washington University in St. Louis; **Dr. Randi Papke**, Professor of Biology at Southwestern Illinois College, and **Dr. Sarah Vordtriede-Patton**, Dean of the School of Natural Sciences and Mathematics at Columbia College. Panelists talked about their unique journeys and shared advice on how to navigate the complex world of STEM as a woman.

Choosing a Non-Academic Career: A Panel Discussion with STEM Women Professionals

Phenomenal panel discussion featuring **Dr. Ngozi Ezike**, Director of the Illinois Department of Public Health, **Dr. Britt Ousterhout**, Data Science Technical Lead at Bayer, **Dr. Nalini Rao**, Senior Technical Lead at the Electric Power Research Institute, and **Dr. Emily Tummons**,

Process Engineer at Black & Veatch. Panelists shared their stories about careers in STEM outside of the academic arena and strategies to make the most out of your career.

Learn to Negotiate for What You Want!

Facilitated by **Dr. Mary Sue Love**, SIUE Associate Professor of Management, this interactive session gave participants an opportunity to pair up with other members of the SIU family to practice negotiation! It was fun to share experiences, with many participants walking away with a win-win.

Interactive Theater: Allies in Action

Organized by **Dr. Sandra Weissinger**, SIUE Sociology Professor and facilitated by **Kathryn Bentley**, SIUE Associate Professor of Theater and Dance, and the IMPACT Academy and **Dr. Robert Robinson**, associate professor at SIU School of Medicine, this was a powerful session featuring video vignettes with a focus on real-world examples of gender and racial bias. Participants listened intently to reflections from SIU leaders, **Dr. Daniel F. Mahony**, President of the SIU System, **Dr. Austin Lane**, SIUC Chancellor, **Dr. James Minor**, SIUE Chancellor, **Dr. Wesley McNeese**, Systems Director for Diversity Initiatives SIU School of Medicine, and **Dr. Sandy Pensoneau-Conway**, Director of WGSS and of the School of Communication Studies.

Panel Discussion of Picture A Scientist

This panel discussion featured, **Dr. Lizette Chevalier**, PE, D-WRE, Fellow ASCE, Associate Provost for Academic Programs, Professor of Civil, Environmental, and Infrastructure Engineering, **Dr. Debra Klamen**, Senior Associate Dean for Education & Curriculum, Professor and Chair, Department of Medical Education, **Dr. Meera Komaraju**, SIUC Provost & Vice Chancellor for Academic Affairs, Professor of Psychology, **Dr. Sharon M. Locke**, SIUE Director, Center for STEM Research, Education, and Outreach, Professor of Environmental Sciences, and **Dr. Susan Thompson Hingle**, SIU School of Medicine, Professor of Medicine, Associate Dean for Human and Organizational Potential, Vice Chair of Education and Faculty Development. A riveting discussion had participants thinking deeply about the impact of gender bias and harassment on women in medicine and science, and what we can do to work together to change systems and ensure gender equity. Pearls of wisdom included the importance of using data to drive solutions, sharing our stories, advocacy, and sponsorship.

Quotes

Jocelyn Elders, MD, First African American surgeon general



“Health is more than absence of disease; it is about economics, education, environment, empowerment, and community.”

Elizabeth Blackwell MD, first woman to receive a medical degree in the US



“Medicine is so broad a field, so closely interwoven with general interests, dealing as it does with all ages, sexes and classes, and yet of so personal a character in its individual appreciations, that it must be regarded as one of those great departments of work in which the cooperation of men and women is needed to fulfill all its requirements.”

“If society will not admit of woman’s free development, then society must be remodeled.”

“For what is done or learned by one class of women becomes, by virtue of their common womanhood, the property of all women.”

Rebecca Lee Crumpler, MD, first African American Woman to become a doctor of medicine in the US



"I early conceived a liking for, and sought every opportunity to relieve the suffering of others."

Ann Preston, MD, First woman dean of a US medical school



"Wherever it is proper to introduce women as patients, there also is it but just...for women to appear as physicians and students."

Surgeon General Antonia Novello, MD, quoted Yehuda Bauer, historian at a health equity symposium



"Thou shalt not be a victim, thou shalt not be a perpetrator, but, above all, thou shalt not be a bystander."

Articles

[Supreme Court Nominee Judge Ketanji Brown Jackson | The White House](#)



[Sustainability | Free Full-Text | Gender Differences in the Relationship between Work–Life Balance, Career Opportunities and General Health Perception \(mdpi.com\)](#)

[Advancing gender equity in medicine - PubMed \(nih.gov\)](#)

[Ain't No Rest for the Weary: Continuing the Historical Legacy of Educational Praxis and Advocacy for Black Youth](#)

[Narrow Prototypes and Neglected Victims \(apa.org\)](#)

[Women's Assessments of Gender Equality - Charles Kurzman, Willa Dong, Brandon Gorman, Karam Hwang, Renee Ryberg, Batool Zaidi, 2019 \(sagepub.com\)](#)

[IJERPH | Free Full-Text | Work–Life Balance: Weighing the Importance of Work–Family and Work–Health Balance \(mdpi.com\)](#)

[New report finds wide pay disparities for physicians by gender, race, and ethnicity | AAMC](#)

AWIMS Spotlight: Dr. Pardis Javadi



Role at SIU Medicine: I am an Assistant Professor of Otolaryngology, Head & Neck Surgery. My area of focus is surgical treatment of head and neck cancers.

Born and Raised: I was born in Shiraz, Iran. I grew up in Iran, Germany, and the United States.

Birthday: August 20th

Family: My husband and I met while in Medical School and have been married for 13 years. We have two sweet and very sassy boys who are 4 and 2 years old.

Favorite Books: Dear Life by Alice Munro, and the Catcher in the Rye by JD Salinger

Hobbies: Writing short stories, cooking

Personal Hero: My parents. They worked so hard to help me achieve my goals and dreams

Most Embarrassing Moment: I once went through an entire residency interview with my fly open. Needless to say, that is not where I ended up for residency.

What is your advice for achieving work-life balance? I personally think that at each moment we are consciously making a decision to put one foot in front of the other. Some days my family needs more of my attention and other days my work does. The thing that has allowed me to be more fulfilled is, instead of juggling all things all the time, to be present in each moment;

meaning being really present when I am with my family and putting work aside when I get home and to really be present and engaged while at work.

What is the best piece of advice a mentor gave you? Sometimes you just have to take it one day at a time.

As the holidays are upon us, could you share a recipe or tradition that celebrates your heritage and the holidays? I love all holidays but one that holds a very special place in my heart is NowRooz literally meaning “New Day”. It marks the Persian New Year and is always on the first day of Spring. It is all about celebrating the re-birth of nature, family, and new beginnings.

What is your unique contribution to Women in Medicine and Science? My contribution hopefully is mentoring future generations of women in Medicine and Surgery to pursue their own aspirations and dreams.

AWIMS Advisory Board

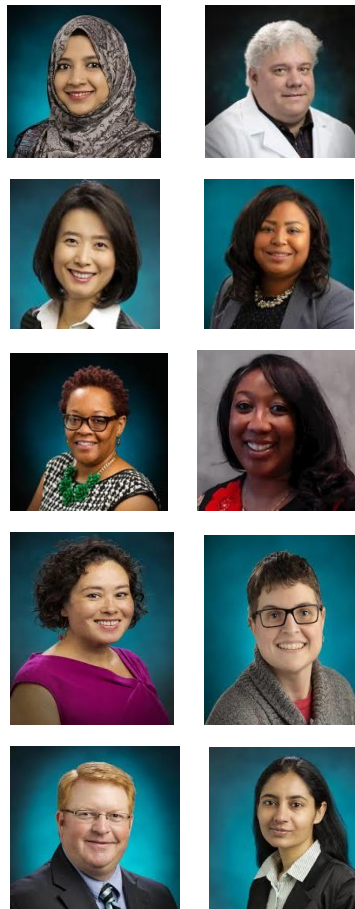


Left to right:
Wendi El-Amin
John Flack
Susan Hingle
Kari Wolf

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