

THE AWIMS ADVISOR

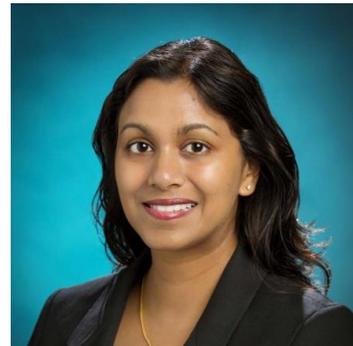
NEWS FROM THE ALLIANCE FOR WOMEN IN MEDICINE & SCIENCE

GRATITUDE AND HOPE

Dear Colleagues,

As this tumultuous year draws to a close, I reflect on what has inspired me. Our SIU community united to battle the destructive forces of COVID-19 and racism and oppression. I realize how incredibly fortunate I am to be surrounded by team members and leaders who have my back and care deeply about me as a professional and as a human being. What a privilege to work with talented and committed people who are much more than colleagues. We are family, in every sense of the word.

With the new year on the horizon, I remain hopeful that we will continue to stay strong and successfully lift one another through whatever challenges remain. My heartfelt gratitude to each of you for all you do, and to our AWIMS Executive Committee, AWIMS Advisory Board, Ms. Lynn Weaver, and to Dr. Wendi El-Amin and Dean Kruse for making AWIMS a reality. We are one.



Sincerely,

Vidhya Prakash, MD, FACP, FIDSA

Director of SIU Medicine AWIMS

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Leading in Your Setting

Dr. Hilary Sanfey kicks off the Women in Medicine and Science Leadership Development series with a stimulating discussion on leading in your setting.

By Dr. Vidhya Prakash

After a well-attended and highly successful two-day virtual conference featuring renowned leaders, SIU AWIMS kicked off its virtual leadership development series with yet another remarkable leader, Dr. Hilary Sanfey.

Dr. Sanfey led a thought-provoking session on the different styles of leadership:

Visionary: Mobilizing the masses towards a shared vision.

Coaching: Developing team members, helping them identify their strengths and weaknesses.

Affiliative: Forging relationships and creating harmony.

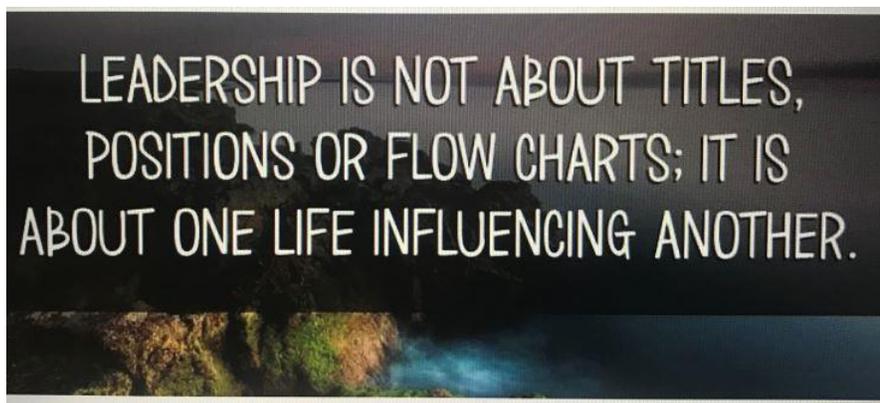
Democratic: Reaching a consensus through collaboration and communication.

Pacesetter: Setting goals and high standards.

Commanding: Demanding immediate compliance with directives.

Dr. Sanfey emphasized the importance of emotional intelligence in leadership, and the fact that effective leadership requires using a combination of the above styles. The session ended on a powerful note with a quote: "There are two ways of spreading light: to be the candle or the mirror that reflects it."

We look forward to upcoming sessions on leadership from inspiring SIU leaders!



AMA grant to empower women physician researchers

RISE WIMS (Research Initiative to Sponsor and Empower Women in Medicine in Science) program to bolster interest and success in research.

By Dr. Vidhya Prakash

Dr. Vidhya Prakash, Dr. Heeyoung Han, Dr. Susan Hingle, and Dr. Wendi El-Amin are recipients of the American Medical Association's 2020 Joan F. Giambalvo Fund for the Advancement of Women. Established in the 2006, the Giambalvo fund promotes progress of women in medicine while identifying and addressing their needs. The grant was named in honor of Dr. Joan Fara Giambalvo who passed away at the age of 39 from liposarcoma.

The sponsorship program, Research Initiative to Sponsor and Empower Women in Medicine and Science (RISE WIMS), calls for volunteer research teams at SIU School of Medicine to invite junior and mid-career academic women physicians to join an existing research project. Further, women faculty may propose their own research idea in which case they will be paired with an appropriate senior research sponsor within the institution.

Each woman researcher will have the opportunity to sign up for mentorship and coaching through existing programs offered by the Alliance for Women in Medicine and Science (AWIMS) and the Center for Human and Organizational Potential (cHOP), respectively.

AMA Press Release

John F. Giambalvo Fund for the Advancement of Women



Town Hall discussing LGBTQIA in Health Care

Dr. Christine Todd and Dr. Betsy Hopkins lead a productive discussion on LGBTQIA issues in the health care arena.

By Dr. Christine Todd

As a part of a key collaboration among the Department of Medical Humanities, Office of Equity, Diversity and Inclusion, cHOP, and AWIMS, Dr. Christine Todd and Dr. Betsy Hopkins led another fantastic virtual wellness town hall. The topic of discussion was LGBTQIA issues in health care. Highlights from the discussion are listed below.

- *Messaging about SIUSOM being a safe and inclusive environment is vital*



- *In Parallel, we should have education for those at SIUSOM who need to build competency around LGBTQIA and health care issues – links to resources, forums, grand rounds, etc.*
- *Will be helpful to talk to Human Resources colleagues about a HIVE page with printable signs, rainbow badge additions, stickers to put on webpages, social media.*
- *Have rainbow badge additions during onboarding.*
- *Engage Minoritized Student Network.*
- *Dr. Anna Cianciolo, editor of Teaching and Learning in Medicine (TLM), shared TLM's interest in [LGBTQIA Med Ed work](#).*

MENTORSHIP AND COACHING: POWERFUL TOOLS TO DEVELOP THE BEST YOU

David Ziebler, Lisa Fowler, Vidhya Prakash and John Mellinger

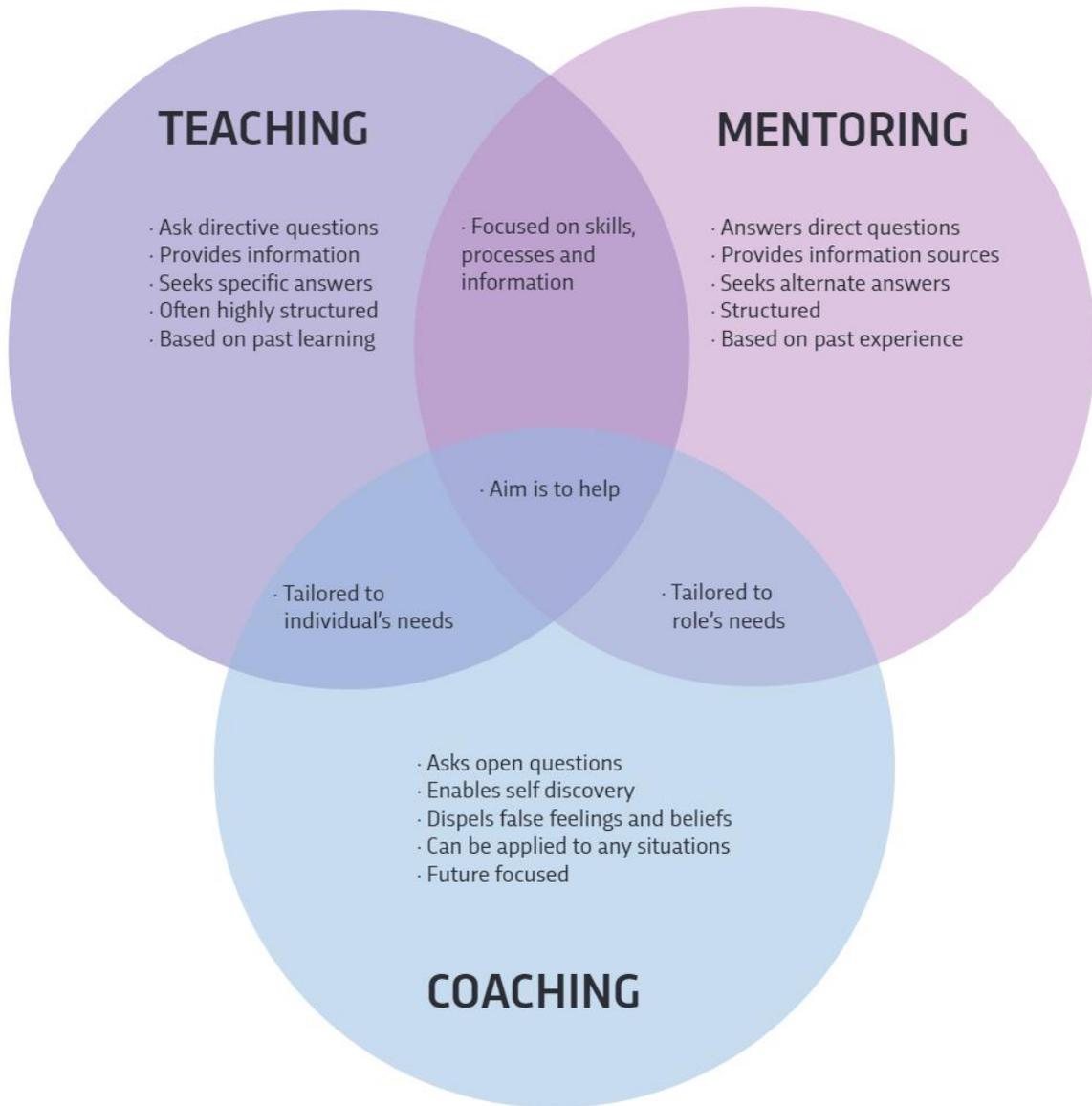
Personal and Professional Development are necessary endeavors if people are to reach their highest level of ability and performance. There are many ways to personally and professionally develop, however, there are two specific ways that offer unique opportunities for people to advance and develop quickly and profoundly; these ways are mentoring and coaching. Throughout our lives we may have had mentors and coaches, and many of those people may have been both. There is however, a clear distinction between a mentor and a coach, and even more so, there is a major difference in both how they are able to help us develop and reach our highest levels of performance and in what they can offer us.

When looking at a mentor and their role in our personal and professional development, it is important to recognize that mentors are people who, through their years of experience and gained knowledge, share their wisdom in order to provide guidance, advice, and information that can be extremely useful to a mentee. The mentor/mentee relationship revolves around the fact that the mentor is the expert and the mentee is the learner. There, of course, is great conversation involved in a mentor/mentee relationship, with information and knowledge flowing down to the mentee. This process and relationship is, and can be, very powerful for both mentors and mentees. Those who are serious about their development should definitely take advantage of this experience. Mentors offer mentees an opportunity to take knowledge and wisdom from an experienced person and apply it to their own lives. This allows mentees to be better prepared for not only the issues, obstacles, and developmental points that they currently face, but those that may arise in the future.

Coaching is a process that is just as effective in helping a person develop and takes a different approach in how it accomplishes that. In contrast to mentoring, coaching allows for a person to be guided through a conversation, through the use of powerful questions. The process allows the coachee to self-reflect, discover, and take action. The mentoring/mentee relationship shares knowledge and wisdom, with it flowing from the mentor, whereas coaching allows for answers to come from the coachee themselves. This process builds self-reliance, intuition, buy in, and analytical/problem solving skills.

In a person's journey to become the best version of themselves, it is vitally important to utilize both mentoring and coaching. These tools create great opportunities for people to more easily reach their personal and career oriented goals, as well as, lead lives that are more fulfilled.

MENTOR	CAREER COACH
<p>A relationship in which a senior or more experienced individual acts as an advisor, counselor and/or guide for a less experienced colleague in a given area in which the colleague desires to grow or progress. The mentor provides support, insight from experience, and opportunity for the mentee as part of the relationship.</p>	<p>The International Coach Federation (https://coachfederation.org) defines coaching as "Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential."</p>
<p>Internal and External</p>	<p>Internal and External</p>
<p>Long Term</p>	<p>Short term</p>
<p>Looking not just at the professional's current job function but beyond for holistic career development</p>	<p>Looking at professional's skills and areas of development to achieve desired outcomes</p>
<p>A person that has a lot of experience to share with another individual; willingness to share skills, knowledge, and expertise; willing to teach what he/she knows and accept the mentee where they currently are in their professional development.</p>	<p>A person that is positive, enthusiastic, supportive, trusting, focused, goal-oriented, knowledgeable, observant, respectful, patient and a clear communicator.</p> <p>Skilled active listener with ability to ask powerful questions.</p>
<p>Mentor shares expertise, offers answers and solutions, guidance and questions; there is a mutual interaction and exchange; provide guidance, motivation, emotional support, and role modeling</p>	<p>Coach asks questions and engages in inquiry to facilitate learning, self-discovery, change, and growth for the coachee.</p>
<p>A mentor may help with exploring careers, setting goals, developing contacts, increasing influence, and identifying resources.</p>	<p>A coach may help to improve competencies and capabilities, find out what is important, move from short term to long term, facilitate generative solutions, and promote curiosity and learning.</p>



MENTORSHIP TESTIMONIALS:

"As we climb the mountain that is our career, one hand is held by those pulling you up, while the other holds those that you pull up with you." Dr. Shelley Tischkau

"Mentorship impacts everything I do in my career. Having great mentors as a trainee instilled values that drive my own decision-making process, and daily professional interactions. Mentoring young people during their development and seeing their successes is the most rewarding aspect of my own work." Dr. Shelley Tischkau

"My greatest mentor is Dr. Stephen Ray Mitchell who was my residency program director. He modeled and expected others to always show respect. He gave me honest feedback. He pushed me to go outside of my comfort zone; he is the reason I got involved in the ACP. He helped me to work through self-doubt – over and over and over again. Dr. Mitchell paid me the highest honor I could ever receive when he nominated me to be the Georgetown University School of Medicine commencement speaker and to receive an honorary doctorate from Georgetown; his nomination was successful. Never in my wildest dreams did I ever think I could/would become Chair of the ACP Board of Governors and Board of Regents. Never in my wildest dreams did I ever think I would be a commencement speaker or receive an honorary doctorate. I owe an incredible amount to my mentor, Dr. Mitchell." Dr. Susan Hingle

Coaching Testimonials:

"Being coached/coaching has pushed me to look deeper into myself for how I contributed toward my perceived challenges. It empowered me to stand up for what I believed in and change my surroundings without having to compromise on my values or hurt others."

"For me, the difference between a mentorship and coaching is the difference between discussing something versus role-playing and being critiqued. I've had many mentors throughout my career but very few actual coaching sessions. My coach at SIU forced me to actually say the words I planned to say in a difficult conversation, and then gave constructive feedback to make sure the message I wanted to convey was coming through." Ms. Sarah Kinkade

"Coaching has been instrumental to me during what I call the critical macro-pivots and the micro-pivots in my career. I actively seek out and prioritize coaching to create space during these transitions so that I can have multiple trusted views and perspectives. I find coaching to be a grounding experience where I can reevaluate my priorities and develop a sustainability plan that allows me to remain in alignment with my authentic purpose." Dr. Wendi El-Amin

Mentorship and Coaching Testimonials:

"Mentorship impacted me by giving me a safe space to discuss the challenges of leadership and how to overcome them. Coaching has also helped establish and refine my leadership toolsets and given me the confidence to tackle difficult conversations. Additionally, being the mentee has helped me become a better mentor." Dr. Erin R. Hascup

Book Club: Recognizing our strength and power

Dr. Anna Cianciolo highlights salient points in chapter 5 of Margaret Rossiter's "Women Scientists in America: Struggles and Strategies to 1940."

By Dr. Anna Cianciolo

"As women, we often undervalue our capabilities and don't realize the strength, power, and perseverance that calmly lies within. The day we tap into that, we realize that nothing is beyond our creation and control. Stand tall and be the woman you are made of." – Samara Mahindra, Founder and CEO, CARER Program (www.carerforcancer.com)

On September 21 (7pm, via Zoom), the AWIMS Book Club discussed Chapter 5 of Margaret Rossiter's compelling historical account of women in science and medicine, *Women Scientists in America: Struggles and Strategies to 1940*. In this chapter, entitled "The Women's Movement, the War, and Madame Curie," Rossiter describes the influence of feminism and suffragism—two components of the contemporary women's movement around 1910—on women scientists' dissatisfaction with their status and their response to it. Interestingly, at that time feminism and suffragism were largely non-overlapping components of women's progressive fight. Feminism, oriented on achieving equality for women, was a primary motivator for women scientists but not a particular concern of suffragists, who appealed to prevailing sexist (and racist) beliefs to win over a broad political base. Women scientists who sought to demonstrate empirically women's equality to men or who demonstrated against sex discrimination in science unfortunately did not accomplish the feminist aims they sought—with men or with suffragist women. Instead, supporting the WWI effort in "suitably feminine" ways and (eventually) supporting the suffragist movement separately from feminism gained more traction for women scientists. Although relatively little progress was made during this time, women scientists did have a few supporters among men, one of whom (James McKeen Cattell, Columbia University) eventually disavowed his initially sexist beliefs to become a strong supporter of feminism and women's advancement in science.

Utilizing coaching to develop professionally and personally

Mr. David Ziebler takes participants on a fascinating journey through the world of coaching.

By Dr. Vidhya Prakash

Mr. David Ziebler, Director of Organization and Employee Development at SIU School of Medicine, delivered an exceptional presentation about coaching on September 22. This session was a part of the Women in Medicine and Science Leadership Development series.

Mr. Ziebler started with a quote from acclaimed actor and martial artist, Bruce Lee: "Knowing is not enough, we must apply. Willing is not enough, we must do." He then outlined different definitions of coaching. The International Coaching Federation defines coaching as "partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential." James Flaherty, in *Coaching: Evoking Excellence in Others* remarks, "Coaching, you see, is not telling people what to do; it's giving them a chance to examine what they are doing in the light of their intentions."

Mr. Ziebler outlined the many benefits of coaching including enhanced clarity and self-awareness, empowerment and motivation, increased self-confidence, and life satisfaction. Keys to becoming more coachable are humility, becoming comfortable with discomfort, willingness to self-reflect and take action, and admit and confront faults. Mr. Ziebler ended with a thought-provoking discussion about self-coaching through self-reflection, discovery, and action/application. The Center for Human and Organizational Potential has an active coaching program for all who are interested.

AMWA hosts a Nurse Family Partnership event to support pregnant moms

SIU's AMWA chapter leaders Katherine Lincoln, Rukmini Roy, and Emilie Lohman Irwin host a Nurse Family Partnership event to provide a healthy meal and education for pregnant women.

By Ms. Katherine Lincoln

The SIU AMWA chapter is proud to partner with the Nurse Family Partnership (NFP) to provide free classes and healthy meals for underserved, expectant mothers. NFP is a national organization which pairs nurses with first time, low-income moms to provide home visits and support for the first two years of their child's life.

Medical students in American Medical Women's Association (AMWA) volunteer their time to provide transportation and coordinate the meal for everyone who attends. In September, AMWA hosted an NFP event about the basics of labor to help patients with any questions they had before their upcoming due dates. We were fortunate to have local doulas, SIU SOM's very own Hope Cherry and Nancy Kyrouac, provide the session to give a wholistic look at how to best support pregnant women throughout their labor and delivery. It was an informative and empowering session and great opportunity for our NFP patients! AMWA is so fortunate for the generous support from AWIMS to make events like this possible. We are honored to be able to host NFP events for the community and couldn't do it without the support of Dr. Prakash and the entire AWIMS community!

Women in Medicine Month Wrap-Up

In honor of Women in Medicine month, SIU SOM leaders detail what their teams are doing to support and empower women in medicine and science.

By Dr. Christine Todd

Women in Medicine Month Wrap –Up

Emergency Medicine

The Department of Emergency Medicine recognized the month with a book club discussion on *How Women Rise*. I listened to a podcast with one of the authors Sally Helgesen and found it to be very interesting. We purchased copies for all of our female colleagues and anticipate discussions lead by Dr. Duong and Dr. Rosario.

Family Medicine

The Department of Family and Community Medicine actively promotes career advancement and leadership development for women within our department. A majority of leadership positions are filled by women presently. In addition, we proactively encourage academic promotion and tenure of faculty. We support faculty through the process with equal numbers of women achieving promotion to Professor. We have consistently supported AWIMS activities including its annual conference.

Population Science and Policy

The Department of Population Science and Policy is proud to support our Women in Medicine and Science. 70 percent of the Department's faculty and staff are women, working in research, policy, operations, education, and community engagement to foster PSP's mission of better understanding and advancing the health, development, and wellness of residents in central and southern Illinois. The Department of Population Science and Policy is actively supporting efforts to expand female leaders within our Department and the School of Medicine by creating a culture where female faculty and staff are encouraged to participate in trainings and programs, grow their network of mentors and sponsors, and develop their leadership skills to succeed professionally and personally.

We have been very intentional in our Departmental strategic planning to grow the strength of our female faculty and staff. All of our supervisors meet with their direct reports quite frequently and encourage and support all of our staff, which is 70 percent women, to attend internal and external trainings, seek out mentoring opportunities, and expand their leadership skills. Our support involves protecting their time to attend these events and using our financial and networking resources as able.

The Center for Human and Organizational Potential

cHOP is partnering with AWIMS, the Office of Diversity, Equity and Inclusion, Medical Humanities and Human Resources on numerous projects that impact women in medicine. Some include improving the promotion and tenure process and the annual review process, development of an allyship program, collaborating on a mentorship and coaching program, and supporting grassroots initiatives through the cHOP Grants Program. cHOP's vision is personal and professional potential realized for all, and that definitely women in medicine!

Medical Humanities

During September, Medical Humanities helped hold town halls on inclusion, LGBTQIA issues in health care, and Work/Life Balance—all subjects crucial to helping women in medicine thrive. We have found our zoom check ins and town halls to be great ways to support and raise the profile of the great women at SIUSOM!

Panel discussion on Mentorship and Coaching

Dr. Krati Chauhan reflects on a panel discussion she moderated on mentorship and coaching.

By Dr. Krati Chauhan

We had our Mentorship and Coaching panel discussion on September 29. This discussion was part of our collaboration among the Alliance for Women in Medicine and Science (AWIMS), Center for Human and Organizational Potential (cHOP), and Human Resources. Our remarkable panelists included Dr. Susan Hingle, Dr. John Mellinger, Mr. David Ziebler, and Dr. Nana Cudjoe. I moderated the session and had a wonderful time talking with our panelist and the audience. Our panelists shared their experiences with coaching and mentoring.

How do coaching and mentorship differ, and what are the areas of overlap? Dr. Hingle and Dr. Cudjoe presented a scenario about mentorship. Dr. Hingle, as a mentor, provided guidance and resources to Dr. Cudjoe for finding a position after residency. Mr. Ziebler and Dr. Mellinger demonstrated a coaching session. Mr. Ziebler, as a coach, guided Dr. Mellinger through a series of questions and discussions and helped him formulate a plan to have a difficult conversation with a colleague. Through our discussion and these scenarios, we learned both coaching and mentorship help people. Mentors are individuals who have gained knowledge and experience over the years and provide guidance and resources to the mentees; the flow of the information is mostly from mentor to mentee. In coaching, the coach guides a person through a series of questions and discussions; in this process the answers come from the coachee, helping to build on self-reliance and problem-solving skills.

Our session concluded with the panelists answering questions from the audience. On behalf of AWIMS, cHOP, and Human Resources, we would like to thank everyone who participated. The recording of the session is available at the AWIMS section on the extranet: <https://www.siumed.edu/diversity/resources.html>

Microaggressions

Dr. Wendi El-Amin discusses the impact of microaggressions and how to effectively respond to them.

By Dr. Vidhya Prakash

Dr. Wendi El-Amin led a thought-provoking session on microaggressions, the third in the AWIMS Leadership Development series. Defined by Dr. Derald Wing Sue as "everyday slights, indignities, put-downs and insults that members of marginalized groups experience in their day-to-day interactions with individuals who are often unaware that they have engaged in an offensive or demeaning way," microaggressions potentiate trauma and result in feelings of alienation and even depression in individuals from marginalized groups.

Examples of microaggressions include statements such as "You're a credit to your race" and questions such as "Can I touch your hair?" Further examples of microaggressions include asking a female colleague to arrange refreshments for a meeting or not addressing a female physician as "Doctor."



Picture source: Conversations Magazine

Dr. El-Amin provided real-world examples of microaggressions and emphasized productive ways to respond. She discussed the ACTION method:

Ask: Ask clarifying questions to understand intent. "I want to make sure I'm understanding what you just said....."

Curiosity: Come from a place of curiosity instead of judgement. Listen.

Tell: Tell others what you observed as problematic in an objective manner. "I noticed....."

Impact consideration: Ask for potential impact. "What do you think people think when they hear what was just said?"

Own your response: Own your feelings. "I think/feel when I hear the comment/question you just uttered."

Next Steps: Take action and check in. "In the future, it would mean a lot if you refrain from making such comments because....."

Participants were very appreciative of Dr. El-Amin's informative session. We look forward to many more phenomenal discussions on leadership!

AWIMS Journal Club: "Too many senior white academics resist recognizing racism"

Dr. Wiley Jenkins reflects on a powerful article and discussion during AWIMS journal club.

By Dr. Wiley Jenkins

During the last AWIMS Journal Club we discussed the article "Too many senior white academics still resist recognizing racism" which was recently published in *Nature*. In this work, Namandjé Bumpus, PhD (and is director of the Department of Pharmacology and Molecular Sciences at the Johns Hopkins University School of Medicine) describes the challenges she faces as the only black woman to lead a Pharmacology Department in the entire country. She also recounts past and recent examples of overt racism (anonymous scribbling of n-word over an award announcement and left in her mail) and marginalization (e.g. you got the job because you're black; why are you here if not to lead the diversity committee?). While our discussion acknowledged that this is shocking, we also recognize that it is not terribly surprising – even in this day and age and even with 'elite' educational institutions.

So, what are the take-aways? While obviously a complex and long-term issue, there are distinct actions we can take as individuals and an institution to begin the process of change.

1. Majority individuals should purposefully consider (and become educated) about what it means to be a minority individual and how that influences so many aspects of daily living. My watershed moment came some years ago when beginning work with sexual minority individuals. I came to conceptualize in a real sense what it must be like to have to justify your very nature on a daily basis. As a heterosexual, it's never occurred to me to be hesitant to attend a primary care visit, but this is not necessarily true for sexual minorities. Minority individuals much more frequently are challenged with their very ability and qualifications to be present, before they have opportunity to address the issue at hand.
2. We should be purposeful in meaningful inclusion of marginalized individuals in opportunities. As one discussant related, "As the only Black student in some classes, I had trouble finding inclusion in group projects." While this individual eventually overcame these obstacles, this is a challenge majority individuals experience less frequently. Even such 'small' challenges accumulate over time and make the bar of success more difficult to reach.
3. We should consider the nature of power and resource distribution in our spheres of influence. In the US, how we define success has been largely built upon what works for white males (as we've been politically and economically dominant). In many educational institutions, this is reflected in how individuals are selected for interview for positions (what is your past work and academic history) and considerations for promotion and tenure (faculty; number of publications and grants). I would propose that these metrics favor white males, who do not face nearly as many/frequent barriers to this bar to success during the course of their life. Plus, these metrics are not necessarily reflective of a) the different ways individuals can contribute to school success, and b) the best/only means of individual success (e.g. how about teaching and students achieving success?).

Using Your Voice

Dr. Christine Todd discusses the importance of using your voice effectively to advocate for oneself and other women.

By Dr. Vidhya Prakash

Dr. Christine Todd delivered an informative and interactive session on "Using your voice," as a part of the AWIMS Leadership Development series on October 21st.

Dr. Todd began with an inspiring discussion on how women have a lot to say. She cited leaders such as former Associate Justice of the Supreme Court of the United States, Ruth Bader Ginsburg, and attorney and distinguished legislator, Patsy Mink, who used their voices to advocate for women's rights.

Dr. Todd also reviewed the distinction among the terms sexism (prejudice or discrimination based on an individual's gender or sex), misogyny (strong dislike or mistrust of women), and misogynoir (misogyny towards Black women).

An interactive discussion around specific case scenarios followed, where Dr. Todd asked participants how they would respond. Participants had strong responses to a scenario where a colleague looks at a Black medical student and remarks, "Looks like they will let anyone into medical school." Responses ranged from, "What did you say?" to "What did you mean by that?" to more direct responses where the bystander respectfully called out the disparaging remark.

Participants came away with key tools to use their voices in the spirit of advocacy. Thanks to Dr. Todd for sharing her expertise and wisdom.

The image is a screenshot of a Zoom meeting. At the top, there is a header bar with five participant icons: VP (Vidhya Prakash), JC (Jennifer Caplan), Christine Todd (the active speaker), JH (Judy Harbison), and LW (Luzie Wernli). Below the header, a purple banner contains the title "Women Have A Lot To Say" in white text. Underneath the banner, there are two columns of text. The left column lists: "Use contraception to control timing of pregnancies", "Obtain good information on taking care of family/self", "Have more resources", and "Willing to use resources on healthcare". The right column lists: "Gender based violence", "Socioeconomic disadvantage", "Low income", "Subordinate social status", and "Unremitting responsibility for the care of others". There are two images: one on the left showing a man and a woman smiling, and one on the right showing a woman holding a sign that says "Rep. Patsy Mink (D-Ore.)". At the bottom right, the "SIU MEDICINE" logo is visible. A "Unmute" button is at the bottom center.

Leadership in Turbulent Times: A Look Back, and A Look Ahead

Dr. John Mellinger shares anecdotes about exceptional leaders and his personal reflections on leadership.

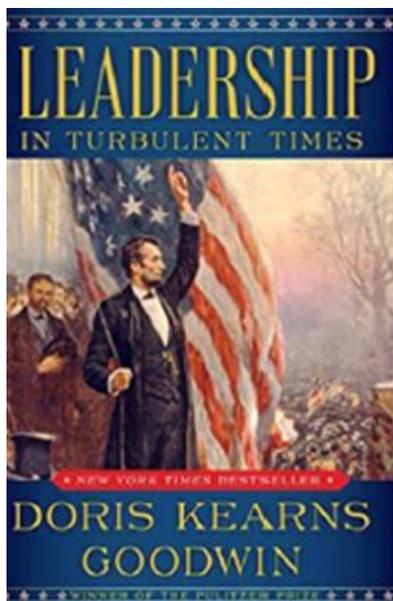
By Dr. Vidhya Prakash

In AWIMS leadership series session, “Leadership in Turbulent Times: A Look Back, and a Look Ahead,” Dr. John Mellinger started with reflections from Doris Kearns Goodwin and David Brooks. The biographers emphasized that flaws, adversity, and resilience are what shaped great leaders from Abraham Lincoln to Franklin Delano Roosevelt. Dr. Mellinger then quoted Brené Brown on the power of courage as it pertains to leadership: “Courage starts with showing up and letting ourselves be seen.”

Participants joined Dr. Mellinger on a fascinating journey through history, where he cited specific examples of key leaders navigating crises, from John F. Kennedy during the Bay of Pigs and Cuban Missile Crisis, to Winston Churchill during World War II.

Dr. Mellinger shared a touching anecdote from his childhood. His father, very troubled that he was given too much money in change, promptly walked back into a store to give it back. The integrity and accountability displayed during this encounter made quite an impression on the young man who would one day be a great leader.

On Election Day, it was incredibly inspiring to listen a remarkable leader reflect on his personal journey and the journeys of those before him.



Question: How is Leadership Developed?

- Doris Kearns Goodwin
- Studies of Lincoln, Teddy Roosevelt, FDR, and LBJ
- Principle that adversity and hardship dictated their learning and trajectory as leaders



SIU SOM's OB-GYN Interest Group and AMWA Chapter host Tampon and Pad Drive

Gregory Harpring and Rukmini Roy lead efforts to procure these essential items for local high schools.

By Ms. Rukmini Roy

Nationally, one in four women struggle to purchase period products due to lack of income or access. Due to the taboos of discussing feminine hygiene, period poverty is often overlooked and undermined as an issue. Additionally, not only are periods often associated with shame and stigma, but also tax on these “non-essential items” places an even greater strain in attaining these products. Gregory Harpring, a fourth year medical student pursuing OB-GYN, took lead on a project through SIU’s local OB-GYN Interest Group, starting the first Tampon and Pad Drive at SIU School of Medicine. He reached out to two local high schools, Lanphier High School and Springfield High School, and assessed the quantity of need for tampons and pads for their students. He collaborated with SIU School of Medicine’s American Medical Women’s Association (AMWA) local chapter, and together, he and Rukmini Roy were able to successfully collect over 100 boxes of tampons and pads for these schools in need. We are so thankful to those who donated at Carol Jo Vecchie, SIU Family Medicine, as well as at SIU School of Medicine. It is through efforts like these that we hope to highlight this very important issue in our community. SIU OB-GYN Interest Group and SIU AMWA’s chapters plan to continue this every year.



Discussion about Women in Medicine and Allyship

Jace Battrell, MS4 and #HeforShe ally, interviews Dr. Vidhya Prakash about issues salient to women in medicine including allyship. Watch the interview [here](#).



AWIMS Spotlight: Dr. Francesca Monn



Role at SIU Medicine: Reconstructive Urologist (Assistant Professor of Surgery in the Division of Urology)

Born and Raised: Born in Lawrence, KS but raised in Indianapolis, IN

Birthday: June 11

Family: Both of my sisters are in medicine—one is a radiology resident, and the other is a PsyD focusing on adolescents and young adults.

Favorite Books: I have way too many to list here; however, a few books that I have loved reading over this past year: Black Sun, Piranesi, Black Leopard Red Wolf, The Book of Night Women, Water Dancer, The Tradition, Deaf Republic, The Overstory, Underland, Entangled Life, The Swerve

Hobbies: Cooking, Baking, Eating, Traveling to new cities, Learning foreign languages, Reading, Yoga, Hiking, Trying to avoid killing my plants, Art in general, Music of all types

Personal Hero: Joe Mamlin and Bob Einterz

Most Embarrassing Moment: Post-call sending a frustrated text to one of my attendings instead of to my mother 😬 It can be dangerous to text while tired.

What is your advice for achieving work-life balance? Regularly reassess how short and long term priorities/ goals are lining up with current behaviors and habits. And then being honest with what needs to change to bring everything in line. It's ok when priorities and goals change, but it is important to be cognizant of how day to day choices impact them.

What is the best piece of advice a mentor gave you? In a challenging situation, take a deep breath and then approach the problem systematically and intentionally, taking all the time necessary to do it right the first time. (To be fair, this was with regard to approaching challenging surgeries, but I think it applies more broadly as well.)

What is your unique contribution to Women in Medicine and Science? A passion for increasing diverse, female representation in surgical specialties.

AWIMS Spotlight: Mr. Quadis Evans



Role at SIU Medicine: Clinical Research Coordinator-Center for Clinical Research

Born and Raised: St. Paul, MN

Birthday: The Summer of 1993

Family: My boyfriend Rod Dial and his daughter Sydney, and my YMCA gymnasts—that’s my family.

Favorite Books: *The Penal Colony* by Franz Kafka, *The Unbearable Lightness of Being* by Milan Kundera, *In the Dream House* by Carmen Maria Machado, *Strange Pilgrims* by Gabriel Garcia Marquez, “The Swim Team” by Miranda July (from the book *No One Belongs Here More Than You. Stories* by Miranda July), and *The Book of X* by Sarah Rose Etter.

Hobbies: Gymnastics, Dance, Cooking, bringing down the patriarchy, writing, reading, learning,

Proudest Moment: I’m proud everyday—I’m a coach. Each of my kid’s successes are my proudest moments. It’s December 15th and one of my girls completed her first Giant connection. Another girl figured out how multiplication by tens worked. And, I took a video of one driving home by herself after practice for the first time (with her lights on). Those are my proudest moments.

Personal Hero: I’d rather rescue myself—Cheetah Girls (*Cinderella*)

What is the best piece of advice a mentor gave you? If it’s not written, it never happened.

Most Embarrassing Moment: If I don’t write it, it never happened.

What is your advice for achieving work-life balance? The Beyonce’ – Aunt Viv Model:

Both Beyonce' and I have the same number of hours in a single day. I only have 1/10th of Beyonce's resources, but I'm absolutely as fabulous as Beyonce'. The scope of my work is only 2% of Beyonce's. If Beyonce is the standard for efficiency, productivity and success, and I am proportional by all components, then I only have to progress at a rate of 0.2% of Beyonce'. Last year Beyonce' released two movies and an album while winning 35 awards, and dropped IVY-PARK x ADDIDAS. If work is energy over time, I just have to put in enough energy per day into each proportional goal step.

Aunt Viv defines Life(l) such that subjective well-being and objective well-being can be considered proportionally in terms of the joy achieved by Aunt Viv in seasons 1-3 of the Fresh Prince of Bel-Air. Aunt Viv-iness is next to Godliness. The same work-energy equation applied to quantifying Aunt Viv-iness that we've used to establish Beyonce'-ness allows us to balance the two in terms of each other.

What is your unique contribution to Women in Medicine and Science? I want my contribution to be a strength on which others on our team can stand their unique contributions like a well-sculpted pedestal or a picturesque background for a portrait of the greatness of others.

AWIMS Spotlight: Dr. Keivan Shalileh



Role at SIU Medicine: Assistant Professor of Clinical Internal Medicine, Division of Pulmonary & Critical Care

Born and Raised: Tehran, Iran

Family: Mom is a retired nurse. Dad is a retired company CEO. My only sibling is my older sister, Sara, who is a family physician in Iran.

Favorite Books: *Man's Search for Meaning*; many poetry *Divans* from classical and modern Persian literature; Milan Kundera's trilogy (*The Book of Laughter and Forgetting*, *The Unbearable Lightness of Being*, and *Immortality*); poetry of Juana Inés de la Cruz, especially her most famous "El sueño;" poetry of Al-Ma'arri.

Hobbies: drawing, photography, playing the piano, biking, hiking, camping, listening to music of various styles, reading (mostly poetry, fiction, psychology, philosophy, history, and astronomy)

AWIMS Spotlight: Ms. Rukmini Roy



Role at SIU Medicine: Fourth-year Medical Student-Class of 2021

Born and Raised: Decatur, IL

Birthday: September 29

Family: I am lucky to have the family that I do; my father Vijay Roy, mother Sapana Roy, and older sister Rohini Roy. We also have the most beautiful and loved Shitzuh-Yorkie mix, Julius Roy.

Favorite Books: I have sincerely enjoyed every Toni Morrison book I have ever read, especially *Beloved* and *A Mercy*.

Hobbies: I love to travel and explore different cultures with my family. Since that hobby has been temporarily derailed because of the pandemic, I have really enjoyed learning to cook more difficult Indian dishes such as Sindhi Biryani and Yakni Pulao. I also enjoy reality television a tad too much...

Proudest Moment: Recently, a moment I took great pride in is submitting my applications to residency. It has been a long and tumultuous journey, and I am so grateful for being able to make it this far into my medical education despite these hardships. I have grown so much during these four years both personally and professionally, and it feels good to know that hard work and having faith in yourself pays off.

Personal Hero: My personal heroes are definitely my parents. They are prime examples of how to never give up on your hopes and dreams, regardless of what life can throw at you. Nothing can really shake them, and their everlasting strength, support, and love have been an inspiration throughout my life.

Most Embarrassing Moment: There have been so many, but I distinctly remember one of my earlier standardized patient encounters was catastrophic. I struggled to take a blood pressure, dropped anything and everything, and maybe even had my stethoscope in my ears the wrong way. I remember feedback from that day very very clearly.

What is your advice for achieving work-life balance? I appreciate that life has blessed me with so many roles as a daughter, sister, friend, partner, and a medical student. I think there is a common misconception that if you don't perfectly juggle all of the roles you play in life all at the same time, they will disappear. Your true friendships will still remain even if you cannot make it to a vacation because of your board exams. Similarly, your research will still exist if you take an evening to catch up with a friend. I have had to learn which role to prioritize in a particular circumstance, and sometimes it varies from day to day. Some days I am a driven student, some days a caregiver to my loved ones, and some days I'm simply prioritizing myself by unwinding with friends. If you can accept that the balance cannot always be evenly split among your responsibilities to your work and personal life, you can finally be relieved of significant stress you may have regarding achieving "true work-life balance".

What is the best piece of advice a mentor gave you? Several of my mentors in life have been the strong women surrounding me at home and at SIUSOM, always encouraging me, supporting me, and inspiring me. One piece of advice from a mentor stuck with me, "Step out of your comfort zone, so your zone can grow along with you". I think it's always easy to do what you deem to be within your comfort zone, but the only way to keep yourself challenged and make life less mundane is to continue to take one step further out of your comfort zone.

What is your unique contribution to Women in Medicine and Science? I was raised in a predominantly small and rural setting in the Midwest as a First Generation American, and this gave me ample opportunity to learn the beauty of culture. The combination of kindness, humanity, and empathy I learned from my place in Midwestern culture combined with respect, compassion, and care I learned from my roots in South Asian culture have allowed for me to bring these aspects of myself to everything I do in Medicine and Science whether it be in my approach to patient care or my interprofessional relationships.

Articles and Quotes

Scotland is world's first country to make pads and tampons free

Organizational Strategies to Promote Gender Equity during COVID-19 Pandemic

Ten Simple Rules for Women Principal Investigators During a Pandemic

This is not a Miss America Contest: Sexism in Science, Research is Challenged

Pandemic Pay Gaps



**"Sometimes it's worse to win a
fight than lose."**

Billie Holiday



**"It takes courage and strength to
be empathetic, and I'm very
proudly an empathetic and
compassionate leader. I am trying
to chart a different path, and that
will attract criticism but I can only
be true to myself and the form of
leadership I believe in."**

Jacinda Ardern

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