

# THE AWIMS ADVISOR

NEWS FROM THE ALLIANCE FOR WOMEN IN MEDICINE & SCIENCE

Dear Colleagues,

It's Women's History Month! As I marvel at the groundbreaking work of impactful women in our history, I can't help but reflect on the history of AWIMS and the pioneers who made it possible. Who were our pioneers? You! It was our people on the frontline who gathered together to effect remarkable change across our organization. One of the many examples is our P&T (Promotion and Tenure) work. The SIU School of Medicine's successful promotion and tenure pilot, led by AWIMS, led to a permanent change in the guidelines. In fact, six women were promoted to Professor status in 2023, the highest number of women promoted to this rank in the history of our organization!



My heartfelt gratitude to you and our inspirational AWIMS Advisory Board and Executive Committee for contributing to this important work. I am honored to be a part of our history with you. We are one.

Vidhya Prakash, MD, Director of SIU AWIMS

## The AWIMS Advisor Editorial Board



**Dr. Vidhya Prakash, Editor-In-Chief**

“He who is not courageous enough to take risks will accomplish nothing in life.”

—**Muhammad Ali**



**Ms. Tyra Jones, Associate Editor**

“I’m convinced that we Black women possess a special indestructible strength that allows us to not only get down, but to get up, to get through, and to get over.”

—**Janet Jackson**



**Dr. Ayame Takahashi, Associate Editor**

“The true measure of our character is how we treat the poor, the disfavored, the accused, the incarcerated, and the condemned.”- **Bryan Stevenson**

# Table of Contents

Register Now: AWIMS Conference!	Page 4
Timberlake Supportive Living Item Drive	Page 5
Climate Change and Sustainability	Page 6
Backup Child and Elder Care	Page 9
AWIMS and AMWA Support NFP	Page 10
Impactful Inaugural Kenniebrew Conference	Page 11
AWIMS Colors of Health Fashion Show	Page 12
RISE WIMS 2023	Page 13
AWIMS Executive Leadership Program Graduates	Page 14
AWIMS Spotlight: Dr. Joy Houston	Page 15
Articles	Page 16
AWIMS Advisory Board	Page 16
AWIMS Executive Committee	Page 17

# Register Now: AWIMS Conference!



The SIU School of Medicine's 6th annual Women in Medicine and Science Professional Development conference will take place virtually on May 4<sup>th</sup> and May 5<sup>th</sup> 2023, with a special networking session at the Springfield Art Association on the afternoon of May 5<sup>th</sup>. The theme of our conference is creating inclusive environments. Featured are local, regional, and national leaders who will speak about cultivating inclusiveness and justice in their spheres of influence.

Dr. Christine Todd will be honored with the AWIMS Founder's Award, and Drs. Katherine Hild-Mosley, Nichole Mirocha, Michael Neumeister, and Robert Robinson will receive the AWIMS award. Conference brochure and registration link are [here](#) and please note **if you're one of the first 50 SIU SOM staff to register, use Discount Code **FREE2023** to waive your registration fee!**

# Timberlake Supportive Living Item Drive



[Timberlake Supportive Living](#), a senior living facility for low-income seniors in Springfield, Illinois, required items for their pantry. Ms. Erica Austin and Mr. Stephen Newman, co-chairs of the AWIMS Community Engagement Committee, organized an item drive at SIU School of Medicine. Thanks to the generosity of our community, we were able to support a worthy cause!

Pictured (left to right): Ms. Erica Austin with a member of the Timberlake Supportive Living staff

# Climate Change and Sustainability

**Dr. Akshay Kohli and Dr. Georgia Luckey**

For this month's AWIMS Journal Club, Dr. Heeyoung Han discussed two very interesting articles on climate change and sustainability:

[Climate Change and Health: A Position Paper of the American College of Physicians | Annals of Internal Medicine \(acpjournals.org\)](#)

[Integrating sustainability into postgraduate medical education - PubMed \(nih.gov\)](#)

Climate change and sustainability have become incredibly important topics of discussion over the past few decades. The elderly, sick, or poor are especially vulnerable to the consequences of climate change, including respiratory disease, heat-related illness, and malnutrition. Especially worrisome about climate change is the prediction that it will only worsen in the near and distant future. We must contribute to the global effort in mitigating the harm of climate change.

The health care sector, in particular, is well-positioned to implement energy saving changes. Physicians play a vital role in educating themselves and the future generation of health care professionals on the impact of climate change and ways in which to respond to challenges.

During our intense discussion, many important points were brought up. We discussed how SIUSOM can contribute towards impacting climate change in a positive way. Some of the things discussed were choosing not to use so much plastic and throw-away items in the office and at SIUSOM events. Having more alternate diet choices available including vegetarian items and creating a team or committee that can help come up with cost-effective alternatives to promote a positive impact on climate change were other key points.

We discussed how we can learn from initiatives like "My Green Doctor" developed through a collaboration of the World Medical Association, the Florida Medical Association and the Florida Academy of Family Physicians, which is now used in 24 states.

## **How do we practice sustainable healthcare?**

The Centre for Sustainable Healthcare proposes a framework utilizing five key principles outlined in Figure 1 below. Urging patients to stop smoking to reduce the incidence of heart disease and cancer is an example of prevention. Empowering patients to play a bigger role in their healthcare would also decrease the demands on our healthcare system. Telehealth was an example cited for optimizing the efficiency of our healthcare system, through lean pathways. Healthcare organizations can also switch to low carbon alternatives and more efficiently use resources by adopting innovative methods to reduce waste.

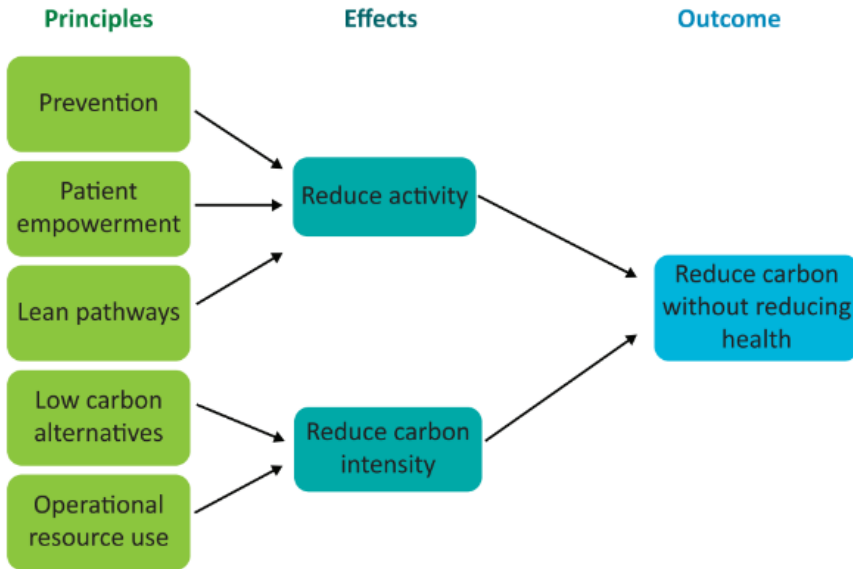


Fig 1. Modified driver diagram of the Centre for Sustainable Healthcare principles of sustainable clinical practice. Adapted with permission from Mortimer F. The sustainable physician. *Clin Med* 2010;10:110–11.



If you don't like something, change it. If you can't change it, change your attitude."  
 — **Maya Angelou**

# Backup Child and Elder Care



In March 2023, SIU Medicine will launch a one-year backup care pilot program for all clinical providers and staff through [Bright Horizons](#), a reputable company that delivers backup child and adult care.

A working group of stakeholders from the Office of Equity, Diversity, and Inclusion, Alliance for Women in Medicine and Science (AWIMS), the Parents Group @ SIUSOM, and faculty distributed a survey on backup child and elder care to SIU Medicine employees in 2021. Based on the survey results, it was clear that finding child or adult care during illness or unexpected times is difficult. Having an organization available 24 hours a day, 7 days a week to help care for children or adult loved ones would help our employees fulfill the mission of SIU Medicine and improve morale.

The decision to pilot the program for clinical providers and staff first was based on the need to prioritize optimal staffing to ensure we meet our patient care mission. As an organization we will track data on employee satisfaction, morale, and impact on the clinical practice and then determine whether to offer the service to the entire organization in the future. We honor all employees and recognize each one of our areas is salient to our all mission areas, our vision, and values.



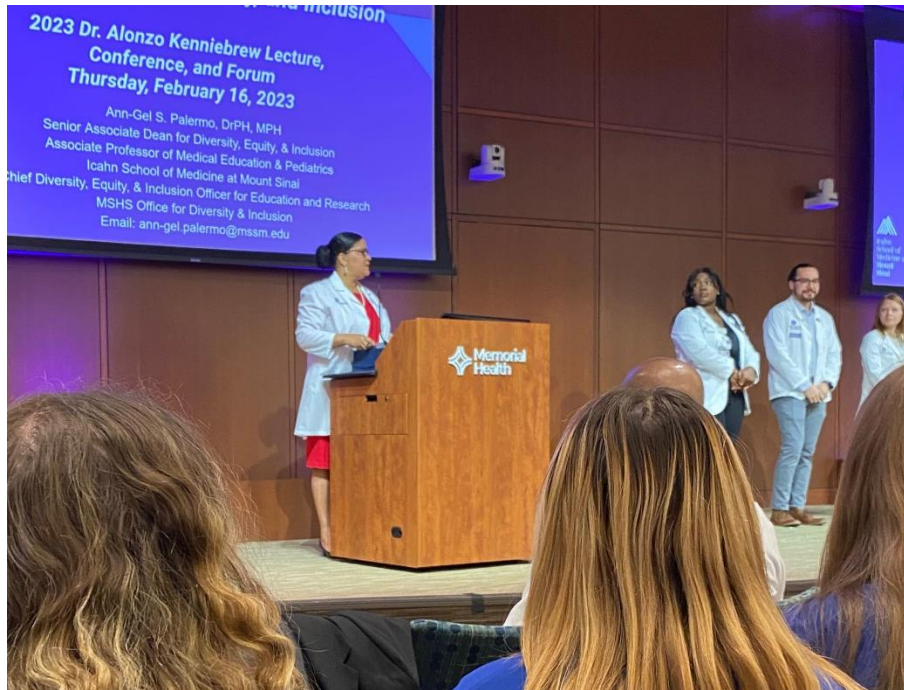
# AWIMS and AMWA Support NFP



Nurse-Family Partnership of Sangamon County (NFP) provides personal nurses for first-time parents. When a parent enrolls during pregnancy they are connected with a registered nurse who will provide support, advice, and information the family needs to have a healthy pregnancy, healthy baby, and be a great parent. Nurses teach parents valuable pearls to improve their confidence in parenting such as feeding, nutrition, child development, and much more. Nurses also support families in acquiring needed resources and referrals to healthcare, childcare, and other community support. Nurses work with parents to meet their own goals for the future such as continuing education and career goals.

NFP also partners with SIU SOM's American Medical Women's Association (AMWA) and Alliance for Women in Medicine and Science (AWIMS). NFP provides an amazing support network for families and as an extension, AMWA and AWIMS joined this network by starting a new initiative to aid with battling food and other resource insecurity. AWIMS and AMWA members contributed to baskets of basic items needed to care for mom and baby. This wonderful initiative was led by AMWA leaders, Kortni Kemper and Reise Malone, AWIMS Community Engagement co-chairs, Erica Austin and Stephen Newman, and Lindsay Sleade from the Office of External Relations.

# Impactful Inaugural Kenniebrew Conference



The SIU School of Medicine’s Office of Equity, Diversity, and Inclusion, led by Associate Dean Dr. Wendi El-Amin (pictured at podium above), hosted the institution’s inaugural Kenniebrew Conference, “The Hope and Promise of Co-Liberation Work” on February 17<sup>th</sup>. Co-directed by Dr. El-Amin and Dr. Kemia Sarraf, the conference featured renowned speaker, Dr. Ann-Gel Palermo, Senior Associate Dean for Diversity, Equity, and Inclusion at Icahn School of Medicine at Mount Sinai. An enlightening panel discussion on antiracism work featuring Dr. Maiysha Clairborne, Dr. Sheila Caldwell, Dr. El-Amin, and Dr. Palermo followed. Breakout session topics included allyship and being an effective bystander, cultivating inclusive environments in academic medicine, and data collection on social determinants of health. A community forum on February 18<sup>th</sup> involved deep discussions about the impact of racism on our patients, and our important role as healthcare providers to impact change. On a special note, Dr. El-Amin was recently promoted to the rank of Professor at SIU School of Medicine, a remarkable milestone for a treasured leader and mentor.



Friday, June 2, 2023 | Hoogland Center for the Arts | Showtime from 6-8pm

Please mark your calendars for our AWIMS Colors of Health Fashion Show—Friday, June 2nd from 6-8pm (refreshments from 5-6pm) at Hoogland Center for the Arts! Ms. Erica Austin and Mr. Stephen Newman, co-chairs of the AWIMS Community Engagement Committee, are organizing this event. Funds will benefit a local charity whose mission aligns with AWIMS. [Register now!](#)

## MODEL CASTING CALL

### Colors of Health Fashion Show

Friday, June 2, 2023

Hoogland Center for the Arts

Showtime from 6:00-8:00pm

Models will work with with a modeling trainer and stylist to strut for better health. Funds raised will benefit a local charity that highlights the AWIMS 2023 focus.

Twenty-five models will be selected to be a part of a fashion show that brings awareness to health matters that have a significant impact on women.

For more information or to volunteer as a model, contact Erica Austin by April 30th at 217.553.1815 or [eaustin74@siumed.edu](mailto:eaustin74@siumed.edu)



# RISE WIMS Awardees and Teams

Dr. Heeyoung Han and Dr. Shruti Hegde, co-leaders of the RISE WIMS (Research Initiative to Sponsor and Empower Women in Medicine and Science) program, recently announced the recipients of the 2023 grant. The inaugural program, made possible by the [American Medical Association’s Joan F. Giambalvo Grant](#), kicked off in 2022 and was a great success. We are delighted to continue this program with the support of research mentors and colleagues from our CCR (Center for Clinical Research). Please join us in congratulating our awardees and teams!

RISE WIMS Awardee	AWIMS Mentor	Research Mentor	CCR Rep
Dr. Ashima Datey Chakrabarty	Dr. James Waymack	Dr. Anna Cianciolo	TBD
Dr. Harini Rathinamanickam	Dr. Susan Hingle	Dr. Wiley Jenkins	Dr. Albert Botchway
Drs. Ruchika Goel and Stephanie Bitner	Dr. Martha Hlafka	Dr. John Flack	Mr. Vivek Prakash



Surround yourself with only people who are going to lift you higher.  
**–Oprah Winfrey**

# AWIMS Executive Leadership Program Graduates!



Twenty mid to later career leaders graduated from the intensive, year-long, longitudinal AWIMS Executive Leadership Program in March 2023. With a focus on strategic career planning and building a community of allies, the program featured SIU School of Medicine and national leaders on topics including negotiation, coaching, and funding the academic mission. Participants learned to apply the adaptive leadership framework to leadership challenges during a three-day retreat held at [The Outlet](#) in town. Hearty congratulations to our graduates!

Dr. Janet Albers

Dr. Katherine Hild-Mosley

Dr. Erica Nelson

Dr. Careyana Brenham

Dr. Lillian Houston

Dr. Susan Olivo-Marsten

Dr. Giovanna Capriolo

Dr. Haneme Idrizi

Dr. Diana Sarko

Dr. Myto Duong

Dr. Jody Lack

Dr. Nicole Sommer

Dr. Ruchika Goel

Dr. Lauri Lopp

Dr. Vidya Sundareshan

Dr. Erin Hascup

Dr. Deedra McLain

Dr. Ayame Takahashi

Dr. Anna Hickey

Dr. Charmaine Mziray-  
Andrew

# AWIMS Spotlight: Dr. Joy Houston



**Role at SIU Medicine:** Vice Chair of Education, Dept of Psychiatry

**Born and Raised:** Hattiesburg, MS

**Birthday:** 3/19

**Family:** Me, my hubby, and our 14 year-old kitty

**Favorite Books:** Lots! For now, let's say *The Ocean at the End of the Lane*, *The Thief of Always*, and *Aarmor*

**Hobbies:** reading, gaming (tabletop and video), anime, and writing

**Personal Hero:** I've been influenced and guided by so many amazing people in my life that it's hard to choose just one.

**Most Embarrassing Moment:** The time I managed to walk right under a wet paint sign and onto a freshly-painted stage floor on a college theatre production!

**What is your advice for achieving work-life balance?** Learn when and how to say no.

**What is the best piece of advice a mentor gave you?** Learn how to prioritize the things that bring you career fulfillment and build a job around them.

**What is your unique contribution to Women in Medicine and Science?** Education is my passion, so a lot of my contributions are in that area. I'm currently working with our department to build a new rural psychiatry residency, which will hopefully result in more psychiatrists practicing in rural Illinois in the future.

# Articles

[Frontiers | Health disparities in aging: Improving dementia care for Black women \(frontiersin.org\)](#)

[Men and women differ in their perception of gender bias in research institutions](#)

[CAN INTERSECTIONALITY HELP LEAD TO MORE ACCURATE DIAGNOSIS? - PMC \(nih.gov\)](#)

[Gender Equity in Science and Medicine: Breaking the Impasse | Cancer Discovery | American Association for Cancer Research \(aacrjournals.org\)](#)

[History of Women in Medicine - Diversity and Inclusion | UAB](#)

[Tackling Implicit Bias in Health Care | NEJM](#)

[Diversifying the Physician Workforce — From Rhetoric to Positive Action | NEJM](#)

## AWIMS Advisory Board



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



Debra Klamen, MD  
David Steward, MD  
Douglas Carlson, MD  
Jody Lack, MD



Donald Torry, PhD  
Diane Hillard-Sembell, MD

## AWIMS Executive Committee



Dr. Aysha Rafaquat and Dr. Robert Robinson



Dr. Heeyoung Han and Dr. Shruti Hegde



Dr. Georgia Luckey and Dr. Akshay Kohli



Mr. Stephen Newman, Ms. Patrice Jones,  
and Ms. Erica Austin



Dr. Christine Todd, Dr. Alex Hopkins  
and Ms. Jessica Derhake



Dr. Andrew Wilber and Dr. Krati Chauhan