

THE AWIMS ADVISOR

NEWS FROM THE ALLIANCE FOR WOMEN IN MEDICINE & SCIENCE

Dear Colleagues,

I recently had the privilege of attending the Association of American Medical Colleges (AAMC) Learn Serve Lead meeting in Seattle, Washington. Listening to leaders from across our nation engage in dialogue around gender equity, health justice, freedom of speech, and mitigating firearm violence was, in a word, enlightening. I am especially proud of the work we are doing at SIU in each of these spaces. We are clearly on track, if not ahead of the game.

I remain grateful to our associate editors of the AWIMS Advisor for another fantastic edition which highlights this very work. I continue to be humbled by our people who give their all to transform our community and achieve our vision of equity and justice for women in medicine and science. Gratitude to our AWIMS Advisory Board, Executive Committee, and to each one of you who are a part of this powerhouse. We are one.



Vidhya Prakash, MD, Director of SIU AWIMS

The AWIMS Advisor Editorial Board



Dr. Vidhya Prakash, Editor-In-Chief

"That's when I feel most alive, when I am helping people." Paul Farmer



Ms. Tyra Jones, Associate Editor

"I realized that I don't have to be perfect. All I have to do is show up and enjoy the messy, imperfect, and beautiful journey of my life."
Kerry Washington



Dr. Ayame Takahashi, Associate Editor

"Success is stumbling from failure to failure with no loss of enthusiasm."
Winston Churchill



Dr. Oluwaseun Adeleke, Associate Editor

"Resilience is very different than being numb. Resilience means you experience, you feel, you fail, you hurt. You fall. But, you keep going."
Yasmin Mogahed

Table of Contents

| | |
|---|---------|
| AWIMS Spotlight: Dr. Heeyoung Han | Page 4 |
| Gender and Racial Equity in Medicine | Page 6 |
| AWIMS Executive Leadership Program | Page 8 |
| The 2023 IL Rural Health Summit | Page 9 |
| IWIL Symposium | Page 10 |
| The Many Faces, Races, Paces of Breast Cancer | Page 11 |
| Silent Witness Campaign | Page 12 |
| Articles | Page 13 |
| AWIMS Advisory Board | Page 14 |
| AWIMS Executive Committee | Page 14 |

AWIMS Spotlight: Dr. Heeyoung Han



Role at SIU Medicine: I have multiple roles at SIU SOM. I am an educator, researcher, and faculty developer. I am an Associate Professor in the Department of Medical Education (DME). I am Director of Faculty Affairs in CHOP. I also direct the Medical Education Research Fellowship Program and the Postdoctoral Program in DME. I am Chair of the Educational Informatics Committee in EPC.

Born and raised/Birthday: I was born and raised in Seoul, South Korea and moved to the USA in 2003. My birthday is February 10th.

Family: I have a wonderful husband and two sibling orange cats at home. I have two adult children from my previous marriage. I have parents and two sisters in South Korea.

Favorite Books: Oh my.. there are so many books that I like (also dislike). Some of my favorites:

Nonfiction

- *We Have No Idea: A Guide to the Unknown Universe*
- *The Socrates Express: In Search of Life Lessons from Dead Philosophers*
- *Liquid Modernity*
- *The Great Divide*
- *Disunited Nations: The Scramble for Power in an Ungoverned World*
- *How to be an Antiracist*
- *World-Centered Education*
- *Tao Te Ching*
- *Peace is Every Step*
- *Awe*
- *To Have or To Be?*

Fiction

- *엄마를 부탁해* (This is a Korean novel. It is translated to "Please Look After Mom")

- *고양이* (This is a French novel, "Demain les chats")
- *Stories of Your Life and Others*
- *To Kill a Mockingbird*
- *There There*
- *The Boy, the Mole, the Fox, and the Horse*

Hobbies: I enjoy gardening, cooking, playing/practicing piano, making coffee, traveling, hiking, and talking to cats in Korean. 😊

Personal Heroes: I have so many people:

- My parents, who gave me life and helped me see and navigate the world through nurturing, education, and love.
- My husband, who is always supportive and listens to me all the time. I appreciate his wisdom and insights.
- My sisters who are my lifelong friends and cheerleaders.
- My students and colleagues always teach me something.
- My mentors and role models – Dr. Deb Klamen, Dr. Sue Hingle, Dr. Vidhya Prakash, Dr. Anna Cianciolo, Dr. Nicole Roberts, Dr. Kevin Dorsey, and the late Dr. Reed Williams at SIU SOM. External mentors include Larry Hurtubise, Elissa Hall, Beth Bierer, Dave Way, Jan Hanson, Yonjoo Cho, Peter Kuchinke, and Young-Mee Lee.

Most Embarrassing moment: When I was a college student, I commuted to school by subway in Seoul, South Korea. One day, I was in a hurry and arrived in the classroom right before the professor joined. Then, with big smiles, my classmates notified me that I had a hair roll on the back of my head. I traveled with a bright pink hair roll on my head from home to campus for almost an hour in a big crowd. No one actually laughed at me (maybe they did, but I did not know), nor did they make me aware of it. I found it an interesting social behavior, but I was embarrassed!

What is your advice for achieving work -life balance? I am not a big fan of the concept of "balance," because it is confusing to me. In each moment, I have something to "pay attention to." I think paying attention to a particular thing (either a personal or work task) at the right time and moment is helpful so I can use my time and energy that each task deserves meaningfully. For example, the first thing I do in the morning is to check in and pay attention to myself through meditation. It doesn't matter how long. It can be 10 minutes or 1 hr. It can be done in various ways, such as having tea, breathing and moving with music, feeding the cats, dry mopping the floor, exercising, etc. I pay attention to my being. Then, I move to another thing, usually work, to pay attention. I rarely combine two tasks in one moment. I prioritize my being and wellness before anything, which worked well for me as I haven't had any work performance issues in my professional life. I actually had the opposite experience – without being myself, nothing could stand long.

Gender and Racial Equity in Medicine: We've Come a Long Way, But We're Not at the Finish Line

By Dr. Ayame Takahashi

The other day, a colleague was looking at the pictures of her husband's medical school graduating class of 1985. Granted it was a small class, maybe less than 50 people. We all had a good laugh about how diverse (not) the class was. The entire racial diversity consisted of one Asian woman. There were maybe one handful of white women and the rest were white men. Fast forward into the 90's and I look at my graduating class of 187 people. The state of Kansas only has one medical school, so the class sizes are relatively large. Women made up 25% of the class and 8% were people of color. If I remember correctly, the class directly behind mine had close to 40% women.

According to data collected by the AAMC, in 2017 women comprised over 50% of all first-year medical students for the first time (1). The distribution of active MD residents by race/ethnicity varies across specialties. Overall, 48.8% of active U.S.-citizen MD residents in 2021-22 reported their race/ethnicity as white, 21.6% reported as Asian, 8.1% reported as Hispanic, 6.1% reported as Black or African American, 0.6% reported as American Indian or Alaska Native, and 0.2% reported as Native Hawaiian or Other Pacific Islander. Additionally, 18.0% of active MD residents were non-U.S. citizens in 2021-22(2). According to US census data, 75% of residents of the US identify as white, 13% as Black, 1.3% as Indigenous or Alaskan native, 6% as Asian, and 19% as Hispanic or Latino (3). Ideally, the percentages of doctors would mirror the percentages in the overall population, but to this day we still need to at least double the number of doctors who identify as Black or Latinx to achieve that goal.

How about gender? In specialties such as pediatrics, obstetrics and gynecology, and psychiatry, there is greater than 50% women physicians overall. In general surgery, about 44% of the residents are women. In orthopedic surgery in 2020, 16% of the residents are women while in the field overall, only 6% are women (4). Recently, two surgical programs, namely Stanford and the University of Washington, had diverse incoming residency classes. At Stanford, out of 13 positions matched, 12 are women and 1 is an Asian man (5). This sparked controversy on "X" (formerly Twitter), where even Elon Musk chose to get involved and leave his two cents. There were many congratulatory comments, and of course there were comments of dismay. The negative comments consisted of how at the very least the match should have been 50/50 men and women. There were other comments questioning the qualifications of the people who matched, and how the "most qualified" must have somehow been overlooked. Reverse racism and sexism were also mentioned.

The June 2023 AWIMS Journal Club was centered on discussion about this match outcome and the resulting controversies. Some interesting questions that came out of the discussion were,

"Why is there such an outcry over one match season, when for years when surgery programs matched predominantly white men, there seemed to be NO questions asked?"

“Why does there seem to be such fear about male exclusion, when the majority of surgeons across the country are still white men?”

The journal club discussion included people of all genders across SIU School of Medicine, representing multiple specialties and roles. One person shared how it is hard when it feels like you are “giving up” something, even if it is good for you or the greater population. A simple example involves sharing a pie. If one person is used to getting 3 pieces while the other consistently gets 1, they may feel deprived when suddenly they get 2 pieces while the other gets 2. There is a perception of equity and diversity efforts representing a zero-sum game, where the gains of a “winner” must offset the losses of the “loser.”

We all expressed concern for this class of surgery residents given the backlash on social media. Since I am a training director, I know that residency programs get hundreds of applications. Each program has its own process to determine which applicants have the greatest chance of thriving and fulfilling their mission. Each program also has a duty to do its due diligence to ensure the tenets of equity, diversity, and inclusion are built into their process, and ensure their classes are representative of the population they serve. The recent SCOTUS ruling on affirmative action in admissions processes makes this issue even more complex. Another challenge in building a diverse residency class is ensuring residents have enough support. One way a prospective resident may judge this is by noting how diverse the faculty are. Unfortunately, there is a lack of diversity among medical school faculty across the nation (6). Hopefully, this will change as junior faculty are hired and the medical school and residency ranks increasingly become more diverse. Hosting “Diversity Open House” for recruitment can be a useful tool to help reassure interviewees of the diversity and equity resources available. We are lucky here at the SIU School of Medicine to have an extremely active and visible Office of Equity, Diversity, and Inclusion, who has embedded these core tenets into our culture. There is enough of the pie to go around and we will all be better off for it!

References

1. [The Majority of U.S. Medical Students Are Women, New Data Show | AAMC](#)
2. [AAMC Report on Residents, Executive Summary, November 2022](#)
3. [U.S. Census Bureau QuickFacts: United States](#)
4. [Gender Representation in Orthopaedic Surgery: A Geospatial Analysis From 2015 to 2022 - PMC \(nih.gov\)](#)
5. https://surgery.stanford.edu/news2/Match2023-results.html#gensurg_categoricals
6. <https://www.aamc.org/data-reports/faculty-institutions/report/faculty-roster-us-medical-school-faculty>

AWIMS Executive Leadership Program

By Dr. Oluwaseun Adeleke

AWIMS is excited to introduce its second group of exceptional leaders to the executive leadership program for the 2024-2025 year. The program is set to commence in April 2024 and will feature monthly sessions led by distinguished leaders from various backgrounds as well as group collaborations. It will encompass crucial leadership training in areas such as strategic career planning, negotiation, balancing work and life, conflict resolution, and adaptive leadership.

We extend warm congratulations to the new cohort of leaders who have earned their spots in the program!

Dr. Mary Dobbins
Dr. M. Rebecca Hoffman
Dr. Pamela Hunter-Reach
Dr. Paula Mackrides
Dr. Megha Manek
Dr. Tracy Milbrandt
Dr. Nicole Roberts
Dr. Marcela Rodriguez
Dr. Marcia Scott
Dr. Elizabeth Ramsey Unal
Dr. Laura Vargas
Dr. Sana Waqar





“Hate is too great a burden to bear. It injures the hater more than it injures the hated.”

Coretta Scott King

The 2023 IL Rural Health Summit

**2023 ILLINOIS RURAL
HEALTH SUMMIT:
EXPLORING GENDER
HEALTH EQUITY
THROUGH POLICY**



AWIMS and the Office of Equity, Diversity, and Inclusion were proud sponsors of the 2023 IL Rural Health Summit. Hosted by SIU School of Medicine Department of Population Science and Policy and Southern Illinois University School of Law, the summit featured local and regional speakers on the topic of gender health equity. Speakers and participants engaged in thoughtful discussions about gender-affirming care, adverse health impacts of stigma, impact of Illinois obstetric hospital closures, lived experiences of leaders and healthcare professionals in caring for patients who identify as transgender or nonbinary, and the importance of language in healthcare. For more information about the symposium, including a recording of the event, visit <https://www.siumed.edu/popscipolicy/2023-innovating-rural-health-event-series>.



The Department of Internal Medicine, Office of Human Resources, and Office of Equity, Diversity, and Inclusion and AWIMS sponsored eight SIU School of Medicine members to attend the annual [Illinois Women in Leadership \(IWIL\) Symposium](#). With a theme of “Empowered Women Empower Women,” the symposium featured keynote speakers Nicole Bianchi, Mary Shores, and Lauri Guest. Breakout sessions on topics ranging from managing stress to the healthy human diet (from our own Dr. Stacy Sattovia and Ms. Charlyn Ware) ensued. Please read testimonials from conference attendees below!

“I really enjoyed the conference. It was the first one I have attended. I enjoyed seeing women of all walks of life become empowered. I also left empowered and hope to return next year.”
Tyra Jones

“This year’s IWIL Symposium was jam-packed full of inspirational speakers about leadership and bravery. I was able to network with new women from other organizations and see familiar faces from SIU Medicine. I learned a lot and enjoyed listening to influential women from Springfield and from around the United States. One line in particular that stood out to me from one of the guest speakers was, ‘Do the right thing, for the right person, at the right time.’ I thought this quote was a great leadership reminder. The event was a perfect way to come together with a great group of women in order to learn, reset and feel refreshed.”

Isabella Silveri



Don't settle for average. Bring your best to the moment. Then, whether it fails or succeeds, at least you know you gave all you had. We need to live the best that's in us."

Angela Bassett

The Many Faces, Races, Paces of Breast Cancer



Panelists (left to right): Dr. Lauren Catterall, Dr. Wendi El-Amin, Dr. Nicole Florence, Dr. Cynthia Thomas, Dr. Nicole Summer, and Ms. Erica Austin

SIU Medicine hosted a community event to spread awareness about early detection and treatment of breast cancer. Featuring our own Ms. Erica Austin, a breast cancer survivor, the event started with a viewing of a powerful documentary about her journey. An informative panel discussion led by Dr. Lauren Catterall followed, with panelists addressing the importance of screening mammograms, breast reconstruction options, and what questions to ask your doctor or healthcare professional.

Ms. Austin was a model at New York Fashion Week in the (R)Evolution fashion show in September 2023. Ms. Austin and other models with a diagnosis of breast cancer walked the runway featuring designs of Dana Donofree, founder of [AnaOno](#), and a breast cancer survivor.

Silent Witness Campaign



Sojourn Shelter and Services, Inc. hosted a Silent Witness Campaign in our SIU School of Medicine library on October 17th and 18th. This campaign provides education and resources to end domestic violence. Read more about the campaign and important work at <http://www.silentwitness.net/>. Special thanks to campaign lead, Reilly Tebrugge (pictured above) of Sojourn Shelter, our medical library, and our AWIMS community engagement arm for making this possible.

Articles

Breast Cancer Risk and Screening in Transgender Persons: A Call for Inclusive Care

Occupational burnout and its overlapping effect with depression and anxiety.

When there is nothing left to do, there is everything left to do

Work life balance?

Problematic Internet Use Among Adults: A Cross-Cultural Study in 15 Countries

Do you know what gender inequality at work looks like?

"I have learned over the years that when one's mind is made up, this diminishes fear; knowing what must be done does away with fear."

Rosa Parks



AWIMS Advisory Board



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

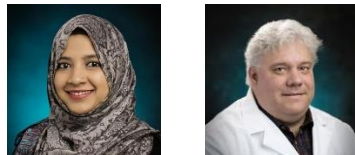


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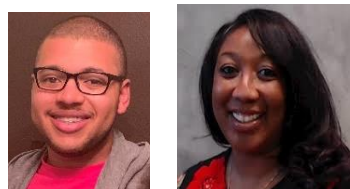
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