

THE AWIMS ADVISOR

News from the Alliance for Women in Medicine and Science

Dear Colleagues,

I hope you are basking in the warmth of the sun and enjoying all else that summer has to offer, whether it's vacation at exotic getaways, outdoor grilling, or ice cream (my personal favorite). AWIMS has had an eventful summer filled with learning, growth, and meaningful engagement with our community. It's been a delight to welcome Ms. Bredina Haden to our Editorial Board, not to mention our new interns to the AWIMS family. Gratitude for your ongoing, ardent support of our initiatives and events. Our AWIMS Executive Committee and Advisory Board are hard at work on our strategic plan, and ensuring we stay true to our mission, vision, and values in planning for the future. Thank you for making the future of every woman in medicine and science, and our community as a whole, bright.

Vidhya Prakash, MD
Director of SIU AWIMS



Mark your calendars

AWIMS presents the second annual Colors of Health Fashion Show to be held Friday, September 6, 2024 at the Hoogland Center for the Arts.

This event helps bring awareness to health issues including mental health, human trafficking, and heart disease.

[Click here to register.](#)

August 2024

The AWIMS Advisor Editorial Board



Dr. Vidhya Prakash
Editor-In-Chief

*"As we are liberated from our own
fear, our presence automatically
liberates others."*
Nelson Mandela



Dr. Ayame Takahashi
Associate Editor

*"To bring about change, you must not
be afraid to take the first step. We
will fail when we fail to try."*
Rosa Parks



Dr. Oluwaseun Adeleke
Associate Editor

*'The bad news is time flies. The
good news is you're the pilot.'*
Michael Altshuler



Ms. Bredina Haden
Associate Editor

*"Let us be grateful to the people who
make us happy; they are the
charming gardeners who make our
souls blossom."*
Marcel Proust

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AWIMS Spotlight: Kathryn Barnes



Role at SIU Medicine:

Program Services Specialist
Office of Community Care

Born and raised: Springfield, IL

Birthday: January

Favorite Book: *Castle of Wolfenbach* by Eliza Parsons. One of the first gothic popular gothic novels. It jump-started my love for gothic literature.

Hobbies: Hiking, drawing, painting, pottery

Personal Heroes: First, my husband. After him, I admire anyone who lives their life fully without restraint.

Most Embarrassing Moment: This is a tough one as I don't really register embarrassment so much as a realization that I made a mistake and mistakes are lessons on how to not do something.

What is your advice for achieving work-life balance? Have a clear understanding of tasks and duties to avoid scope creep. Maintaining clear communication with leadership. Setting firm boundaries for work time. Turning off your work phone during non-work time.

What is the best piece of advice a mentor gave you? "What people think of you isn't your business. Your actions that caused them to think that way, are."

What is your unique contribution to SIU SOM? I created Operation Taproot that places Community Health Workers in community gardens that are in high-need areas. We help grow healthy produce for those areas and are an accessible resource for those facing social challenges that impact their health.

AWIMS Spotlight: Dr. Stacy Sattovia

Role at SIU Medicine: Internal Medicine, Hospitalist;
Medical Director of Office of Continuing Professional
Development;
Co-Director of Professional Development Pillar of cHOP;
Director of Culinary Medicine

Born and raised:

Gillespie, IL, about an hour south of here.

Birthday: December 18th

Family: I'm married and have an amazing 13-year-old daughter and a cool rescue cat.



Favorite Book: Anything I'm currently reading! Right now, I'm reading *The Food Explorer* by Daniel Stone. I LOVE history books and food - so food history books are a double win for me. History books provide so much context for our current world (and often remind me that the world and our place in it has always been challenging for humans, yet we're here). I love learning how and why we eat the way we do. This book is a true story of historical circumstances that have effects we can see in the grocery store today. Very cool.

Hobbies: Reading. Cooking. Reading about cooking. Hanging out with my family and friends.
Personal Heroes: There's not really one, but a collective sense of the people who have come before me, the people I've met and those that I am close to that simply show up with humility and grace -- I'm always inspired by how grounded people can be when the world seems to be aflutter around them.

Most Embarrassing Moment: Oh, so many! I am not a graceful girl. I am known to trip up and down steps. A few years ago, I was headed out to meet a running friend for a few miles on an absolutely beautiful day -- I tripped up the curb, landed on my knees, shoulder, left cheek. Multiple people witnessed this mess. I had to hobble to meet my friend, using a sock to sop up my bleeding knee. I was embarrassed for sure!

What is your advice for achieving work-life balance? I don't dwell on this -- sometimes my work life encroaches on my home life and vice versa. I think it is a dynamic process. I am a first-generation college kid who has created a role for myself with more opportunity, flexibility and security than most members of my family could ever imagine -- and I really value that. I enjoy the work that I do -- when I have been in positions that I didn't enjoy as much, I sought other opportunities.

What is the best piece of advice a mentor gave you? A faculty member during my residency told me to be sure that, when I had more control over time and schedule, that I "Slow down and enjoy it (life)." I embrace this for sure. I have taken care of so many people at the end of their lives, who have continued to reinforce for me that no one ever wishes they had worked more!

What is your unique contribution to SIU SOM? The culinary medicine program! This program has brought me such joy -- I'm sensing an impact on others and I can't wait to see how it grows.



Around Campus

Preventing Harassment, Bullying, and Discrimination in the Workplace

Director of SIU School of Medicine Labor Relations and Co-Chair of the AWIMS Mindfulness and Wellness Committee, Ms. Jessica Derhake, led a session on harassment, bullying, and discrimination in the workplace on March 25th. Ms. Derhake started by defining each and then, using real-world examples from areas outside of our organization, engaged attendees in discussion about how they would react as by-standers. Ms. Derhake closed with a powerful discussion on the importance of allyship and how we can all be better allies.

Creating workplaces that are Psychologically Safe

Safe Environment	Fear Environment
<p>Safe to be included as yourself and accepted as who you are.</p>	<p>Changing how one shows up in fear of not being socially accepted.</p>
<p>Safe to learn and grow through feedback, ideas, making mistakes and asking questions.</p>	<p>Fear of learning through doing due to repercussions from mistakes & not adequate.</p>
<p>Safe to share abilities and ideas to contribute meaningfully to group.</p>	<p>Contributions don't feel seen, valued or heard in meaningful way.</p>
<p>Safe to challenge ideas, status quo, and opinions where there's room for improvement.</p>	<p>Not speaking up, challenging ideas or questioning norms out of fear of personal repercussion.</p>

The 6 Actions

LEVEL 1

BECOMING AWARE

<p>1 UNDERSTAND BIAS</p> <p>Increase awareness of biases, both conscious and unconscious</p>	<p>2 VALUE EQUITY</p> <p>Recognize the problems of historic systems of privilege and oppression; appreciate the benefits of dismantling them</p>
<p>LEARNING & SELF-REFLECTION</p>	

LEVEL 2

BECOMING AN ALLY AND UPSTANDER

<p>3 PARTNER FOR SUCCESS</p> <p>Actively support and advocate for women and other underrepresented groups</p>	<p>4 ADVOCATE FOR BELONGING</p> <p>Create an environment where everyone feels uniquely seen, heard, and valued</p>
<p>LEARNING & SELF-REFLECTION</p>	

LEVEL 3

BECOMING A CHANGE AGENT

<p>5 SPONSOR</p> <p>Leverage relationship capital for the advancement of others</p>	<p>6 MAKE CHANGE</p> <p>Initiate and champion systems and cultures that are inclusive and equitable</p>
<p>LEARNING & SELF-REFLECTION</p>	

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“...a shared belief held by members of a team that others on the team will not embarrass, reject, or punish them for speaking up”

14th Annual Teaching and Learning Symposium

“Let’s polish our way of writing so our students can shine!”



SIU SOM hosted its 14th annual Teaching and Learning Symposium on April 11th. Co-chaired by Dr. Boyung Suh and Dr. Aysha Rafaquat, the symposium featured President of the Josiah Macy Jr. Foundation, Dr. Holly J. Humphrey, who spoke about the current and future state of clinical learning environments in the context of an ever-changing social and political environment. Our own SIU SOM faculty and students led breakout sessions on topics ranging from improving care for those with developmental disabilities to artificial intelligence in medical education.

Dr. Aysha Rafaquat, Dr. Robert Robinson (both pictured above), and Ms. Carolyn Pointer led a breakout session on writing letters of recommendation that are free of bias and effectively reflect the strengths and accomplishments of our students. The session was interactive, allowing participants to critique sample letters of recommendation for potential bias. Next steps are to present this important work at grand rounds across SIU SOM.



7th Annual Women in Medicine and Science Professional Development Conference “We Are Better Together: Learning, Growing, and Connecting”

AWIMS hosted its 7th annual conference on May 1st at the Memorial Learning Center in Springfield, IL. The conference hall was filled with excitement as participants from various fields of medicine and science gathered in anticipation of an exciting program. The event brought together about 100 students, staff, faculty, and senior officials for a day filled with inspiring activities, networking, and self-care.



Dr. Spector with the Conference Planning Committee! Pictured (Left to Right): Dr. Stacy Sattovia, Dr. Vidhya Prakash, Ms. Laura Worrall, Dr. Nancy Spector, Dr. Wendi El-Amin, Dr. Heeyoung Han, Dr. Susan Hingle, Dr. Clarissa Williams, Dr. Vidya Sundareshan

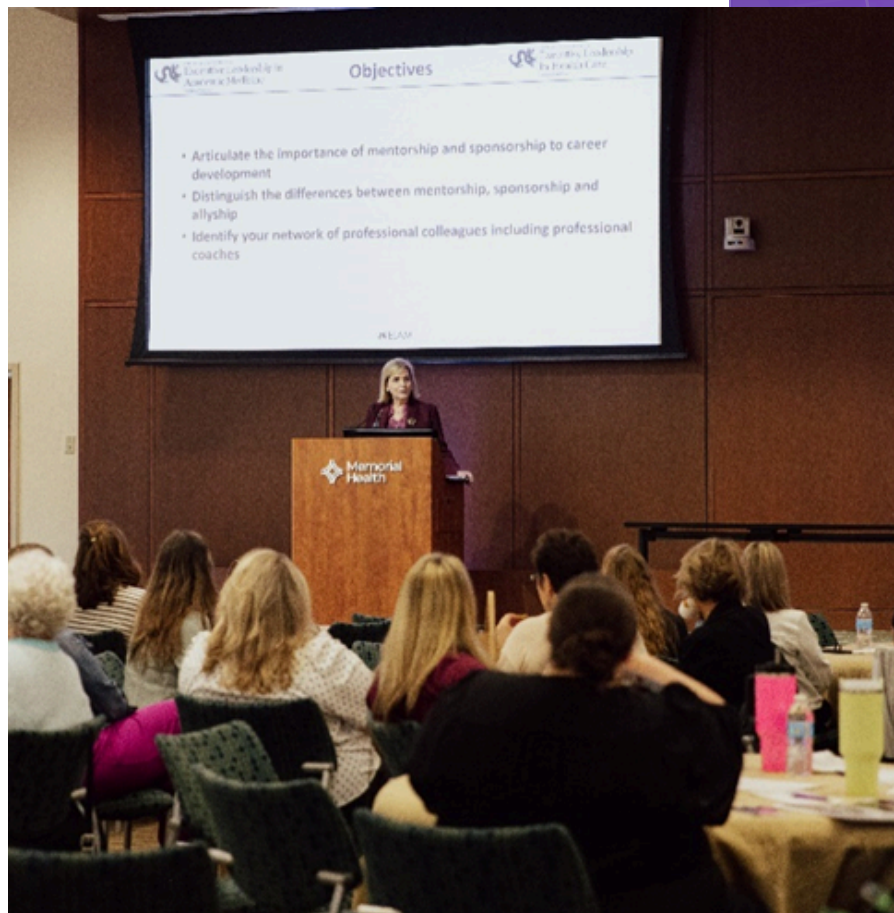
AWIMS Conference Continued...

Dr. Vidhya Prakash, AWIMS director, and Dr. Jerry Kruse, Dean and Provost of SIU School of Medicine, kicked off the conference with a warm welcome. A very special story slam followed, featuring inspiring stories by individuals who recounted their personal experiences of learning and growth, despite the numerous challenges they faced in achieving their goals.

Dr. Stacy Sattovia delivered a thought-provoking session on nutrition and wellness, focusing on the importance of fiber as a key dietary component for healthy living. Attendees then gathered for a networking lunch, which provided an informal setting for connection and collaboration.

Dr. Lydia Arbogast, Ms. Mary Hitt, and Dr. Kari Wolf were honored with the AWIMS award for their immense contributions to championing women in medicine and science. Ms. Laura Worrall, the recipient of the AWIMS Founders Award, was celebrated for her exceptional work with AWIMS over the past several years.

Dr. Nancy Spector, a seasoned leadership expert and Executive Director of the Executive Leadership in Academic Medicine (ELAM) program, delivered the keynote. Her speech highlighted the roles of mentorship, allyship, and sponsorship in building and sustaining successful careers for women in medicine and science.



Keynote Speaker Dr. Nancy Spector

AWIMS Conference Continued...

The conference was packed with a series of interactive workshops, covering topics from caregiving and self-care tips, to coaching and mentorship opportunities. These sessions, led by seasoned SIU School of Medicine speakers, featured practical skills and raised awareness about wellness and career advancement. One of the most talked-about panels demonstrated healthy food preparation techniques, with tasty sample meals for participants to savor.

The annual conference was a huge success, highlighting the need to connect and grow together as we advance in our various fields. Attendees left feeling inspired and empowered to make a difference going forward.



AWIMS Awardess

Dr. Kari Wolf



Dr. Lydia Arbogast



Ms. Mary Hitt



Ms. Laura Worrall



Gratitude to our Sponsors

Memorial Health System

SIU Medicine Center for Human and Organizational Potential

SIU Medicine Department of Internal Medicine

SIU Medicine Department of Surgery

**SIU Medicine Neuroscience Institute,
Departments of Psychiatry and Neurology**

SIU Medicine Department of Family and Community Medicine

SIU Medicine Department of Emergency Medicine

SIU Medicine Department of Medical Education

SIU Medicine Department of Pediatrics

Simmons Cancer Institute at SIU Medicine

SIU Medicine Department of Population Science & Policy

AWIMS in the Community

Childhood Hunger Initiative Power Pack (CHIPP™)



The Nu Omicron Omega Chapter of the Alpha Kappa Alpha Sorority, Inc. partnered with local, faith-based organizations to host a food drive. Items were donated to children of Jane Addams and Hazel Dell Elementary School and their families. This food drive is a part of the Childhood Hunger Initiative Power Pack (CHIPP™) initiative, which provides weekend and holiday meals for children within local communities. CHIPP ultimately seeks to end childhood hunger. AWIMS is honored to have been a part of this food drive and powerful initiative.

From Soap to Hope

AWIMS contributed to the "From Soap to Hope Challenge" in Springfield. Hosted by Clean Slate Advocates (CSA), the challenge offered sponsors a wonderful opportunity to ensure something as basic and vital as clean clothes for our community. CSA used funds to fulfill wash and dry needs and provide bath towels, wash towels, sheets, blankets, and pillowcases for community members in need, free of charge! According to the CSA, "When people from various backgrounds come together under a shared experience, it helps build community bond, dismantle prejudices, and promote mutual respect." Powerful!



Budding Community Initiatives by AWIMS Members

Interview with Kathryn (Kaye) Barnes: “Operation Taproot” Bridging the Healthcare Gap in the Community

Kaye Barnes is passionate about bridging the gaps in healthcare in the community. Kaye created the “Operation Taproot” initiative to meet the needs of our community. In this interview, Kaye shares insights into the initiative, its impacts, and its future goals.

Can you tell us about yourself?

I am Kaye Barnes, and I currently serve as a program service specialist in the Office of Community Care, SIU school of Medicine. Aside from this role, I am a trained asthma coach who teaches kids how to self-manage their asthma. I also provide services as a healthy heart ambassador, a nutrition coach, and a diabetes prevention educator. I am one of the facilitators of the Culinary Medicine ECHOES in the Office of Community Care.

Can you tell us about the inspiration behind “Operation Taproot”?

The inspiration stems from the desire to provide a community health worker in an easily accessible and sustainable location, while actively supporting the local community in fighting food insecurity. I wanted to create an avenue that serves as a bridge to a more stable community. This led to the formation of “Operation Taproot” in March 2023. Presently, we are operating in two neighborhoods - The Pillsbury Plant and Enos Park Neighborhood Gardens.

What are the main services provided by the “Operation Taproot” initiative?

One of our locations is in Pillsbury, an under-resourced neighborhood quite far from grocery stores with fresh produce. The gardens we cultivate provide fresh, locally grown food to community members at no extra cost. Beyond this benefit, these locations serve as neutral territory outside clinic walls and homes, where people can meet with us as healthcare workers to discuss their challenges.

Additionally, we work with community health workers assigned to different areas, connecting them to the appropriate resources they need. These range from prescription medication assistance and appointment setups with health providers, to programs helping those on the verge of homelessness and other available community resources.

What other ways does this initiative serve the community?

“Operation Taproot” is designed to build and restore the trust of community members in the healthcare system. It is also an avenue for building relationships and social support networks among community members. Moreover, our gardens provide nature therapy and support the mental health of those involved.

Interview with Kaye Barnes continued...

Can you share a success story that highlights the impact of your work?

One incident that comes to mind is that of a senior resident in Enos Park, who lives in a two-story building not too far from the garden. Recently, I noticed that the stairs leading into the house were broken and arranged to have them fixed for easy mobility of the occupant, for which they were really grateful. Despite their not being directly involved with helping out at the gardens, they benefited from our presence in the area..

What are your future goals for “Operation Taproot”?

I have several ambitious goals for the future. One is to obtain a grant to establish a greenhouse in the community. This will enable us to grow plants year-round. I’m also looking into the possibility of introducing culturally relevant seeds for cultivation, as well as providing space for individuals who would like to plant but have no place to grow them. Beyond these, I look forward to collaborations with Dr. Sattovia of Culinary Medicine in providing cooking classes and nutrition education in our gardens to stress the nutritious benefits of locally grown food. The Survivor Recovery Center, housed by the Department of Family and Community Medicine, is also a potential area of collaboration to help community members through their healing process.

Are there challenges you have faced with this work?

Well, some of the areas I am working in presently consist mostly of senior citizens in terms of demographics. This limits the number of hands available to support the work going on in the gardens. For others, the residents are either at work or away during the hours earmarked for these activities. For some areas, there is a limitation on the availability of water. Having to source water for the gardens from elsewhere is an added layer of burden.

How does this initiative contribute to the success of SIU as an organization?

If our gardens can be a space where we bring healing to our community, then that is one more win for SIU as an organization. This initiative also provides an opportunity for collaboration and relationship-building within the SIU School of Medicine.

How can readers support or get involved in the “Operation Taproot” initiative?

There are many ways to support our work. Volunteers are welcome to help with the gardens and interact with community members in fulfilling the goals of the initiative. Funding opportunities are also welcome in moving the services rendered forward. Lastly, spreading the word about this initiative helps to raise awareness about the services we provide and attracts more support.

Through “Operation Taproot,” Kaye Barnes and her team are making a significant impact in improving the health of community members. This underscores the power of community-driven solutions in addressing public health challenges.

For more information or to get involved, please contact Kaye Barnes at kbarnes95@siumed.edu



SIU Medicine Leaders Visit Route 66 Museum



Left to right: Dr. Stacy Grundy (Co-CEO, Route History), Dr. Jerry Kruse, Dr. John Flack, Dr. Wendi El-Amin, Ms. Erica Johnson, Dr. Careyana Brenham, Dr. Kari Wolf, and Dr. Gina Lathan (Co-CEO, Route History)

SIU Medicine leaders visited the historic Route History Museum on July 15th. Located on East Cook Street, the museum highlights and honors the Black experience along historic Route 66 through storytelling, technology, and innovation. Participants took a virtual reality tour where they learned about the Great Migration, the Green Book, and groundbreaking Black businesses. Next steps are for more members of our SIU Medicine community to visit the museum to gain a deeper understanding of our town and factors that ultimately impact the care of our patients.



AWARDS AND RECOGNITION

2024 ATHENA Award

Illinois Women in Leadership (IWIL) hosted the ATHENA Awards on July 18th, honoring 10 women from the Springfield area community who have achieved professional excellence, contributed to improving their community, and actively encouraged and supported women in achieving their leadership potential. SIU School of Medicine was well-represented, with nominees including Dr. Susan Hingle, Associate Dean for Human and Organizational Potential and Chair of the Department of Medical Humanities; Professor Emerita, Dr. Victoria Nichols Johnson; and AWIMS ally, Ms. June Wood-Agamah. Dr. Wendi El-Amin was the 2023 IWIL ATHENA Award honoree.

Ms. Rikeesha Phelon, SIU Medicine Associate Provost of Strategy, Communications and Engagement, served as the emcee for the event. Numerous SIU Medicine colleagues were in attendance thanks to the ticket raffle sponsored by the Department of Internal Medicine, Office of Human Resources, AWIMS, and the Office of Equity, Diversity, and Inclusion.



Dr. Susan Hingle, 2024 ATHENA Award winner

As the 2023 recipient, Dr. Wendi El-Amin had the honor of presenting the 2024 ATHENA Award to Dr. Susan Hingle. Dr. Hingle’s nominator said, “She has spent decades, in fact her entire career, helping women rise.” Dr. Hingle is committed to advancing women in medicine, changing the culture in medicine, and assuring that women physicians thrive.



Articles and Quotes

Top 10 Things You Can Do to Impact Gender Equity in Medicine

Gender Equality in Medicine: Change is Coming

Understanding Health Inclusivity for Women

Implicit Bias in Healthcare Professionals: A Systematic Review

Estimating Implicit and Explicit Gender Bias Among Healthcare Professionals and Surgeons



"Real change, enduring change, happens one step at a time."

Ruth Bader Ginsburg



"The most common way people give up their power is by thinking they don't have any."

Alice Walker



"I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles which he has overcome while trying to succeed."

Booker T. Washington



"I was taught that the way of progress was neither swift nor easy."

Marie Curie

AWIMS Advisory Board



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

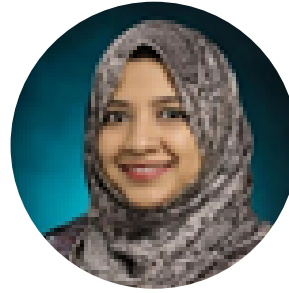


Diana Hillard-Sembell, MD

AWIMS Executive Committee

Education

Dr. Aysha Rafaquat and Dr. Robert Robinson



Research/RISE WIMS Program

Dr. Heeyoung Han and Dr. Shruti Hedge



Research/Journal Club

Dr. Georgia Luckey and Dr. Akshay Kohli



Community Engagement

Ms. Erica Austin



Mindfulness and Wellness

Dr. Alex Hopkins and Ms. Jessica Derhake



Mentorship and Career Advancement

Ms. Tracie Johnson and Dr. Ayame Takahashi