

WOMEN OF RADIOLOGY LEADERSHIP AND DIVERSITY (WORLD)

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STARTING WOMEN IN RADIOLOGY GROUP FROM THE GROUND UP

OBJECTIVES:

Intro to WORLD

Background about the current state of women in academic
medicine

Discussion

FIRST YOU GET YOUR CREW!





PhotoGrid

WHY START WORLD?



WORLD MISSION

The mission of our Women in Radiology Leadership and Diversity (WORLD) organization is to provide support, camaraderie, and mentorship to female residents, fellows, and faculty within the Department of Radiology of USC through a series of lectures and events that enhance professional collaboration, personal support, and broaden knowledge on how to achieve success and overcome barriers.

WORLD is dedicated to the development, promotion, and support of women physicians and scientists in the Department of Radiology at USC and to increasing the number of women entering the specialty of radiology.

WHY IS WORLD NECESSARY?

THE GOOD:

Number of women entering medical school exceeded the number of men in 2017

Since 2015, number of female matriculants has grown by 9.6%

AAMC Press Release 2017

- US WOMEN MED STUDENTS: 51%
(AAMC 2017)
- US WOMEN RADIOLOGIST: 25%
(AAMC 2018)

BUT...

- Women are:
- Promoted at lower rates
- Paid lower salaries
- Receive less funding for research
- Have less opportunities to publish
- Have less opportunities for mentorship
- More likely to experience overt and unconscious gender bias

PROMOTION AND LEADERSHIP

Table 2. Medical School Faculty Rank in 2014 by Sex and Year of Residency Completion^a

Year of Residency Completion	No. of Professors	Faculty Rank in 2014, No. (%) of Professors		
		Assistant	Associate	Full
1980				
Men	1089	218 (20.0)	212 (19.5)	659 (60.5)
Women	230	70 (30.4)	53 (23.0)	107 (46.6)
<i>P</i> value		.001	.22	<.001
1990				
Men	1320	375 (28.4)	405 (30.6)	540 (41.0)
Women	606	208 (34.3)	227 (37.5)	171 (28.2)
<i>P</i> value		.009	.003	<.001
2000				
Men	1550	823 (53.1)	623 (40.2)	104 (6.7)
Women	969	635 (65.5)	306 (31.6)	28 (2.9)
<i>P</i> value		<.001	<.001	<.001

^a Table shows faculty rank in 2014 of men and women who completed residency in 1 of 3 cohorts and were on faculty in 2014. *P* values reflect 2-sided comparison between men and women at a given faculty rank (eg, full professor).

Jena AB, et al. Sex Differences in Academic Rank in US Medical Schools in 2014. *JAMA* 2015; 314(11): 1150-1158.



WHY IS THIS IMPORTANT?

- The Facts:
- Documented disparities have profoundly hindered the careers of women in medicine.
- Workforce discrimination jeopardizes patient care and scientific discovery. Diversity has been shown to improve health outcomes and hospital success.
- Disparities tend to be greatest for women with intersectionality (e.g., women of color). Workforce disparities contribute to physician burnout, and physician burnout is more prevalent in women than men.
- Historical explanations, such as a lack of highly qualified women physicians, cannot account for today's disparities.
- Tokenism has been cited as being harmful, particularly to the token individual(s).
- Critical Thinking Errors Perpetuating myths (e.g., there are not enough qualified women, or women are not as skilled or dedicated as men)
- Holding the affected group — or their children — responsible for system deficiencies (e.g., women have childcare responsibilities that interfere with their career advancement, women need to find better mentors, or women need to fix the disparities)
- Preserving willful ignorance about the problem (e.g., leaders not knowing the evidence-base on healthcare workforce disparities and/ or perpetuating critical thinking errors)
- Having more women around will attract more women in the future!

#HERTIMEISNOW #BEETHICAL

A Call to Healthcare Leaders: Now
is the Time to Focus on Ending
Workforce Gender Disparities

“The future has always been
considered an ideal time to address
gender equity. That strategy has not
worked well for half the world’s
population. Her time is now.”

Julie K. Silver, MD Associate
Professor and Associate Chair
Department of Physical Medicine
and Rehabilitation Harvard Medical
School Spaulding Rehabilitation
Network Massachusetts General and
Brigham and Women’s Hospital

#HerTimeIsNow

#BeEthical

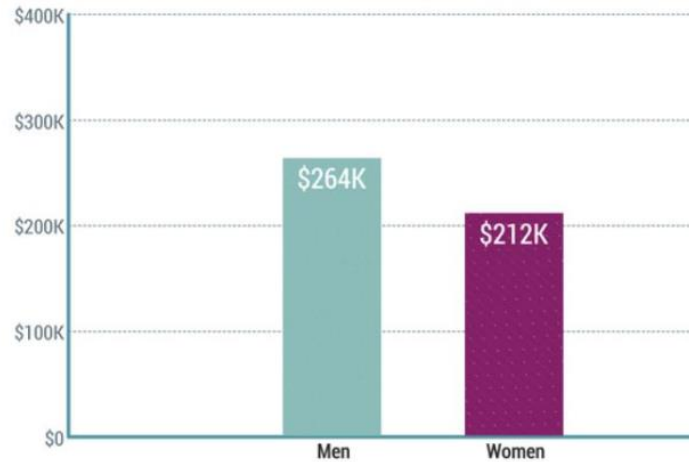
#NeedHerScience

SALARY

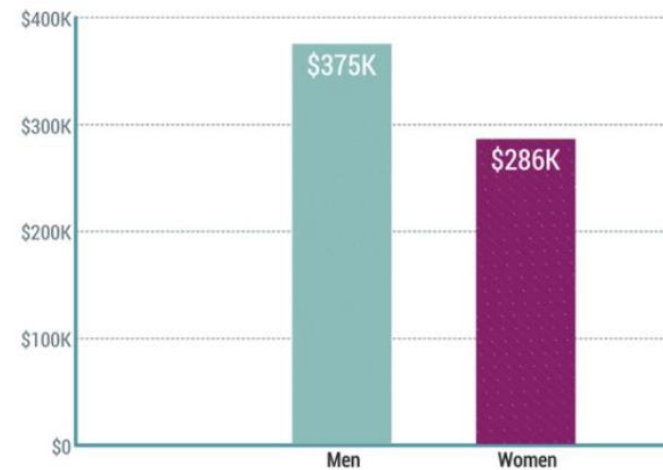
MEDSCAPE PHYSICIAN COMPENSATION REPORT 2020



In Primary Care, Who Earns More: Men or Women?



Among Specialists, Who Earns More: Men or Women?



ACCESS TO MENTORSHIP AND RESOURCES

- Women have a difficult time accessing mentors:
- Carapinha et al
 - 13% of women faculty have never had a mentor
 - 34% of women had a previous mentor but none currently
- Jackson et al
 - 98% of faculty participants identified lack of mentorship as the first (42%) or second (56%) most important factor in lack of career advancement
 - Small pool in certain specialties

Bates C et al. Striving for Gender Equity in Academic Medicine Careers: A Call to Action. *Academic Medicine* 2016; 91:1050-1052.

Carapinha R et al. Variability in women faculty's preferences regarding mentor similarity: A multi-institution study in academic medicine. *Academic Medicine* 2016;91:1108-1118.

Jackson VA et al. "Having the right chemistry": a qualitative study of mentoring in academic medicine. *Academic Medicine* 2003; 78:328-334.

STARTING A WOMEN IN RADIOLOGY
LEADERSHIP GROUP

STARTING A WORLD GROUP: LEADERSHIP BUY-IN

- Make division, department, and institutional leaders aware of your events

- Work with marketing at your institution to promote events

- Create and disseminate a quarterly newsletter showcasing your work

- Invite institutional leadership to speak/attend events

- Generate annual review summarizing your activities to share with Department Chair, Dean

TIME AND BUDGET

- Time
 - Within department or school, ask for FTE adjustment
- Budget
 - Seek grant opportunities targeting major areas in your strategic plan (institutional, community, national)
 - Present strategic plan to division/department leadership, request funding
 - Virtual era will significantly curtail costs associated with events

INVOLVING MALE ALLIES

•Intentional messaging: “People of all genders are invited as we are better together.”

- Allyship
- #HeforShe

WOMEN LEADERSHIP IN MEDICINE CONFERENCES

- <https://www.womeninmedicinesummit.org/>



- <https://womensleadership.hmscme.com/>



HARVARD
MEDICAL SCHOOL

WHAT ABOUT WOMEN IN RADIOLOGY?

- AAWR: <https://www.aawr.org/Home>
 - Med student/resident/fellow: FREE
 - Attending: \$175 annual
-
- AMWA: <https://www.amwa-doc.org/>
 - Medical school or residency/fellowship: \$75
 - Medical school + residency \$125
 - Attending: \$225 annual or \$2,000 lifetime



WORLD FUTURE TOPICS OF DISCUSSION

- Mentorship and sponsorship
- Leadership skills
- Public speaking
- Imposter syndrome
- Work-life balance/integration
- Negotiations
- Leadership style
- Know your worth
- Networking
- Microaggressions and racism in medicine
- Burnout
- Ways to promote and increase number of med students interested in radiology

FUTURE DIRECTIONS

- Noon DEI lectures for all residents and whoever wants to attend
- Evening events like this
- Twitter
- Instagram
- Facebook
- Recruiting events for med students
- Med student lectures
- Med student interest groups
- Mentorship opportunities
- In-person meetings
- Swag
- Community outreach
- Committees

WORLD

- Mission
- Plan:
 - Quarterly meetings (zoom for now) where a topic will be presented, either by me or another speaker, and then discussed with the group
 - Website
 - If you or anyone you know would like to be a speaker to our group, all ideas, suggestions, and help are welcome and will be fun and exciting to watch as our group evolves over time



WORLD WEBSITE

Womenofrad.com



“You can never leave
footprints that
last if you are
always walking
on tiptoe.”



Photo: Michael Angelo

LEYMAH GBOWEE
Liberian Peace Activist
Nobel Peace Prize Laureate

NOTES

- Please email us to let us know if it is OK to have your email address in our password protected alumni network. WomenofRadiology@KeckMedicine.onmicrosoft.com
- Password for alumni network is: radwomen
- If you don't want your photo on our website let us know
- We will be sending out a survey to ask for feedback, ideas, suggestions about our group and ideas for future topics or speakers
- Sign up for AAWR
- Please come to the next meeting
- Please use our alumni directory for connection, mentorship opportunities, collaboration, job posting, job search, girls' nights!

CONTACT US

- WomenofRadiology@KeckMedicine.onmicrosoft.com
 - Womenofrad.com
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- THANK YOU for being a founding member of WORLD and please put it on your CV!

