

## Women in Medicine Month

The AAMC Group on Women in Medicine and Science (GWIMS) is proud to celebrate Women in Medicine Month! Each week in the month of September we will feature spotlights, articles, journals and leadership lessons from women in educator, scientist, physician, and leadership roles.

### Week One: Women as Medical Educators

#### Women as Medical Educators Spotlight



*"Now, more than ever, the fields of medicine and public health have to come to terms with the historical and current ways that racism erodes health care progress and exacerbates disparities. It is imperative that we train and develop the next generation of medical and public health professionals with a clear equity lens and a social justice focus. The future depends on it!"*

**Ndidi Amutah-Onukagha, PhD, MPH, CHES**  
Associate Professor of Public Health and Community Medicine  
Tufts University School of Medicine

*"In medical education, the representation of women faculty, especially URM women faculty, is crucial. We can be instrumental in designing equitable and representative experiences for our learners. We need to continue to advocate to make our voices heard as we work to shape the curriculum and medical education of the next generation of physicians and ultimately the health of our nation."*



**Andrea Anderson, MD, FAAP**  
Associate Chief of the Division of Family Medicine  
Course Director, Transitions to Residency  
Co-Director, Scholarly Concentration in Health Policy  
Assistant Professor, Division of Family Medicine  
The George Washington School of Medicine and Health Sciences



*"My students are constant sources of inspiration and never more so as I reflect on those working on the front lines during the pandemic. The disproportionate impacts of this pandemic on women and communities of color amplifies how vital it is to ensure that those in positions of leadership represent the diverse communities they serve. As a Latina faculty member, I feel a renewed sense of purpose and a call to action."*

**Rebecca Fisher, PhD**  
Interim Co-Chair and Professor, Department of Basic Medical Sciences  
Director of the Gross Anatomy Laboratory  
University of Arizona College of Medicine - Phoenix

*"Sophisticated and holistic systems of knowledge and ways of healing have been in existence since time immemorial. Many of these knowledge systems inherently honor the power and teachings of their matriarchs. Dismantling the systemic barriers that exclude these vital perspectives is a healing journey that we all need to take. These perspectives are needed, and these perspectives are medicine."*



**Andrea N. Garcia, MD, MS**  
Mandan, Hidatsa, Arikara  
Guest Assistant Editor, MedEdPORTAL Call for Submissions: American Indian, Alaska Native and Indigenous Perspectives  
Physician Specialist, Los Angeles County Department of Mental Health



*"Now more than ever, our country needs a diverse pool of physicians and scientists ready and willing to conduct critical research, make policy and lead healthcare reform and workforce development. And yet women are not proportionately represented in the leadership pipeline. Institutions need to get creative and commit to ambitious equity goals that will change culture and support women and under-represented minorities at every career stage with concrete sponsorship and access to mentoring that is active and pragmatic."*

**Adina Kalet, MD, MPH**  
Stephen and Shelagh Roell Endowed Chair  
Robert D. and Patricia E. Kern Institute for the Transformation of Medical Education  
Medical College of Wisconsin

*"In this important time in history, we look to the past and call upon the wisdom and bravery of those who fought for equality and justice for all; we forge ahead, buoyed by the unwavering science and pursuit of knowledge as our ally in the present and; we look to the promise of just future and changed culture grounded in equity."*



**Lisa M. J. Lee, PhD**  
Associate Chief of the Division of Family Medicine  
Associate Professor  
University of Colorado Anschutz Medical Campus  
Department of Cell and Developmental Biology



*"In order to make the world a better place we have to make our medical institutions better places. As health care educators, researchers and providers we must demand that our medical schools and hospitals be more representative, more equitable, more democratic and more supportive of women, Black, Indigenous, People of Color and all underrepresented populations."*

**Mary Owen, MD**  
Director, Center of American Indian and Minority Health  
Assistant Professor, Department of Family Medicine and Biobehavioral Health  
University of Minnesota Medical School

*"As women in medicine we cannot underestimate the power of mentorship. I am the beneficiary of wonderful mentors, reminding me to seek opportunities and reach for goals that I may perceive as unattainable. Paying it forward by being a mentor, by sharing our stories — both triumphs and disappointments — allows us to advance our collective strength."*



**Bijal Shah, MD**  
Associate Professor  
Department of Emergency Medicine  
Emory University School of Medicine

### Join us on Social Media

To show your support for women in medicine month ([#WiMmonth](#)), please consider sharing the suggested tweet below (or RT from [@AAMCtoday's account](#)):

**I support women in medicine. RT if you do, too. #WIMmonth #GWIMS**

***I support women in medicine.***



### Events and Resources

#### Beyond Climate Surveys: Achieving Inclusion Excellence in Research and Clinical Settings Webinar

Beginning on Sept. 23, 3 p.m. ET, the AAMC Group on Research Education and Training (GREAT) and GWIMS are hosting a series of webinars to address some of the critical topics at the intersection of gender equity and biomedical research training. DE&I leaders are called to move their institutions beyond compositional diversity and towards inclusion excellence. To assist with these efforts, the AAMC developed the tool FPIE (Foundational Principles of Inclusion Excellence). Through rich and transparent dialogue, the FPIE allows stakeholders to assess their institutions' work and the learning environments based on 9 principles of inclusion. The webinar's goal is to share the experiences of schools that piloted the tool (i.e., launching strategies, implementation, and action plan execution) and invite attendees to think about how they may employ the FPIE at their institutions in research and clinical spaces. [Register Now](#)

#### Webinar Recording Now Available! Understanding Intersectionality: Bringing visibility to the experiences and perspectives of women of color

The AAMC Group on Diversity and Inclusion (GDI) and GWIMS hosted an informative and powerful webinar on defining intersectionality with over 800 participants joining on Aug. 7. During this first part of a longer webinar series on various aspects of women of color, speakers from both inside and outside academic medicine introduced foundational elements of intersectionality theory, shared experiences, and created dialogue on how institutions can maintain an intersectional lens as they continue their diversity, equity and inclusion journeys. [Watch Now](#)

**GWIMS Toolkit**  
The GWIMS Toolkit is a series of presentations designed to provide practical guidance on a variety of topics relevant to women faculty in academic medicine. Each presentation provides an overview of the topic, relevant best practices, tips on implementation, and useful references for more information. GWIMS Toolkits are useful resources that will help advance women in leadership roles.

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[GWIMS Toolkits](#)

### Join GWIMS Today

To become a member of GWIMS or confirm your membership, please send an email to [memberservice@aamc.org](mailto:memberservice@aamc.org). [Learn More](#)