

Anesthesiology & Pain Medicine EDI Brief - August 2022

Women's Equality Day

Women's Equality Day, August 26th

Women's Equality Day marks the adoption of the 19th Amendment, which prohibited states from denying the right to vote based on sex.

Women in Anesthesiology & Pain Medicine

According to the AAMC, **25% of active anesthesiologists in the US are women.**

Women in anesthesiology face disparities in academic, clinical, and research settings:

- **Women comprise only 7% of full professors** in academic anesthesiology departments, **compared to 17% of men** at the same rank.
- The proportion of female department chairs has remained stagnant at 13% over the last decade.
- Gender differences in compensation persist. Women anesthesiologists earn ~8% less compared to men in the same positions. (Anesth Analg 2021 Oct 1;133(4):1009-1018)
- Despite this, it is promising to see that **32% of residency program directors are women.**

Improving the environment for women:

- While the proportion of women in medicine is increasing, **institutional support and systemic change** is needed for women to move into leadership positions.
- **Institutional gender equity initiatives** are needed to continue to decrease the gender salary gap and improve promotion disparities.
- Academics departments, including ours, are creating **formalized mentoring and peer support programs** for women to increase recruitment and retention.

Diversity Council Highlights

Anesthesiology Visiting Scholar Program

Please welcome **Emily Dorian**, who is rotating at Harborview from **8/22-9/16!**

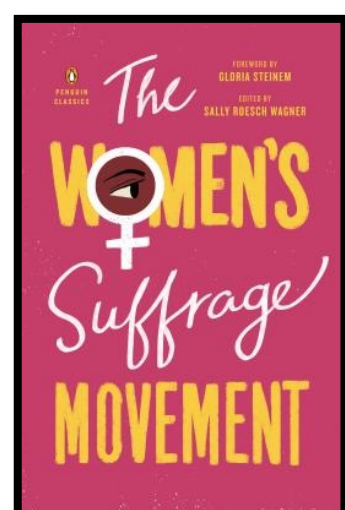
Grand Rounds 9/14: Identity, Privilege, and Intersectionality

presented by the Office of Healthcare Equity

- This is the first training in the EDI Foundational Training.

Resources

Recommended Reading:



[The Women's Suffrage Movement](#),
Sally Roesch Wagner



[The Mere Wife](#),
Maria Dahvana Headley