

Anesthesiology & Pain Medicine EDI Brief – August 2023

Women's Equality Day

Women's Equality Day, August 26

Women's Equality Day marks the adoption of the 19th Amendment, which prohibited states from denying the right to vote based on sex. This year, we celebrate women leaders in the department and the University of Washington.

Research demonstrates gender inequities in our field. Developing women leaders in anesthesiology is important to bring diverse perspectives to our specialty and requires a programmatic and intentional approach. As we strive to be more inclusive and equitable in our workplace to better serve our educational and patient care mission, there are steps we can begin to take:

- **Mentorship & Sponsorship:** Sponsoring of early- and mid-career women for conferences, lectures, and other opportunities facilitates recognition at local, national, and international levels. This is key for promotion and consideration for leadership roles.
- **Recruitment & Retention:** The development of more equitable screening and interviewing processes is ongoing within the department. Similar initiatives at other institutions have yielded much success.
- **Purposeful Representation:** Representation of women with intersectional identities should be intentional in all processes and decisions within the organization to ensure diverse perspectives are included.

EDI Council Updates

Anesthesiology Visiting Scholar Program

- Please welcome **Emily Stitt** from Dartmouth College. Emily is rotating at Harborview Medical Center from **August 21 to September 15!**

SAVE THE DATE: Office of Healthcare Equity Foundational Training Series: Social Determinants of Health

- Join us for Grand Rounds on **October 25, 2023** for Social Determinants of Health, presented by **Leo Morales, MD, PhD, MPH**
- This is the fourth of five trainings that have been offered to the department.

Resources

Upcoming holidays in our community

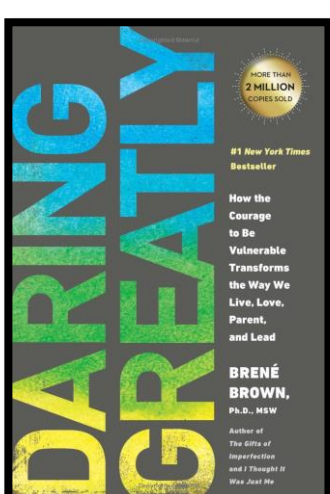
The EDI Council celebrates the diverse range of cultural, religious, and community celebrations in our department. Visit the [NIH Diversity Calendar](#) for a list of holidays in **September**.

Recommended Reading:



[*Lead from the Outside: How to Build Your Future and Make Real Change,* Stacey Abrams](#)

From the business and non-profit worlds to politics, Stacey Abrams shares her insights into the challenges of women of color and other marginalized people in leadership. Check out her romance and thrillers too!



[*Daring Greatly: How the Courage to Be Vulnerable Transforms the Way We Live, Love, Parent, and Lead,* Brené Brown](#)

Social scientist and researcher, Brené Brown has built her career on studying courage, empathy, shame, vulnerability, and leadership.