

ANESTHESIOLOGY & PAIN MEDICINE EDI BRIEF MARCH 2024

WOMEN'S HISTORY MONTH

Women who advocate for diversity, equity & inclusion

Whether we are discussing abolitionists like Sojourner Truth, women educators like Sarah Doyle, or the first woman of color to serve as a House Representative—and key Title IX author—Patsy Mink, women have been conduits of change throughout history.

This year's theme, "Women who Advocate for DEI," highlights the power of women in leadership and the change they are enacting across the globe. ([Beeman, 2021](#)) highlighted the fact that less than 10% of all full-time faculty are women of color (Black, Hispanic, Asian, Pacific Islander, or Native American), and according to the AAMC [Specialty Data Report](#), women made up 36% of the physician workforce in 2020. However, many of these women play a major part in directly and indirectly moving forward DEI initiatives.

Learn more:

- Explore online exhibitions from the [National Women's History Museum](#)
- Look at resources from the [National Women's History Alliance](#)
- Find exhibits and collections from the Library of Congress, the Smithsonian, and many more from [Women's History Month](#)

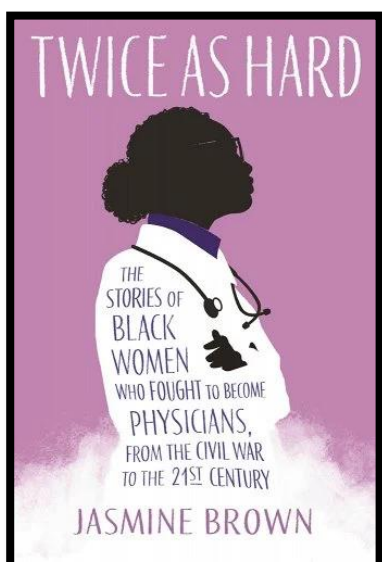
Highlighting women in our department

This month, we want to acknowledge the work that women in Anesthesiology & Pain Medicine are doing to further equity and inclusion in our department, university, and institutions around the globe. Below is a small sample of the work women are doing in our community, but many more contribute to our missions.

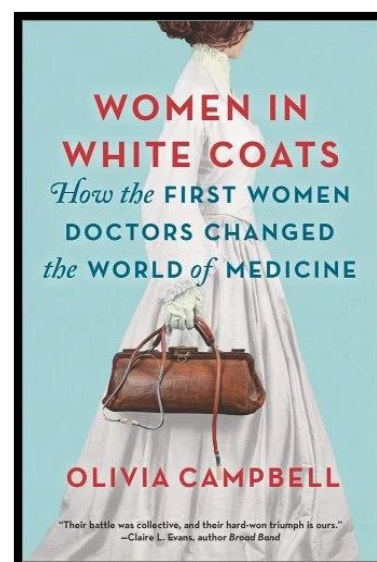
- **Dr. Hanan Baker (CA2)** is the current chair of Equity, Diversity, and Inclusion at Housestaff Quality & Safety Committee (HQSC).
- **Jade Vance (Clerkship & Residency Coordinator)**, manages the Anesthesiology Visiting Scholar Program, a funded opportunity for underrepresented medical students.
- **Drs. Kate Gentry and Preetma Kooner** lead the EDI Resident Education curriculum, including cultural humility, difficult conversations, and responding to microaggressions.
- **Dr. Nathalia Jimenez** partners with Latino and migrant communities to improve access to healthcare for children using systems-based linguistically relevant interventions.
- Led by **Drs. Aruna Kamath and Yuanting Zha**, the UW Global Anesthesia Initiative (UW-GAIN) promotes equitable care for essential anesthesia and surgical services worldwide.
- **Dr. Angele Theard** is developing the next generation of physician leaders as founding Director of LEAD-UP, a selective leadership program for underrepresented UW residents.

Resources

Recommended Reading:



[*Twice As Hard: The Stories of Black Women who Fought to Become Physicians, From the Civil War to the 21st Century,*](#)
Jasmine Brown



[*Women In White Coats: How the First Women Doctors Changed the World of Medicine,*](#)
Olivia Campbell

Visit [The Whole U](#) for events happening in the community and at UW:

- March 8 (6-8pm): [International Women's Expo Day](#) at the Columbia Tower Club
- March 23-24: [Northwest Women's Show](#) at the Tacoma Dome