WOMEN AS ONE
2019 Annual Report
Dear Friends,

What a wonderful year it’s been! We had no expectation that this year would bring such remarkable progress of our mission to promote talent in medicine. Women as One started as an idea discussed between us at a breakfast in Paris during the spring of 2018. We were determined to figure out a better way forward for women in medicine world-wide. We knew we needed to start with small steps, but our vision was big and just one year in we are already achieving big things.

There are many initiatives now striving to make the world a more diverse, equitable place. Wonderful individuals and organizations working to further this cause with creativity and passion, and we are proud to partner with many of them. After countless phone calls and conversations, matched with our own experiences and research, we determined that our best purpose as an independent organization would be to amplify, fortify and unify these efforts to support women in medicine and off we set to accomplish this goal. We know we’re nowhere near the finish line, but we are proud to be able to share some of our early successes with you.

In this report you will find our 2019 journey from the launch of our website, to the unveiling of our Talent Directory, to the announcement of the Women as One Escalator Awards. You’ll see the many faces and places we’ve reached along the way, and will catch a glimpse of what is in store for next year.

We are so honored to work with all of you on the important endeavor of supporting equity in medicine. A more diverse healthcare workforce means a stronger, more dynamic healthcare system. A system where our patients receive the best possible care, and we all realize our full potential. We hope you continue to come with us on this journey and look forward to your participation in what is to come.

With our highest hopes for the future,

LETTER FROM
THE FOUNDERS

MARIE CLAUDE MORICE, MD
Founding Director

ROXANA MEHRAN, MD
Founding Director
WOMEN CARDIOLOGISTS ARE 3X AS LIKELY TO EXPERIENCE DISCRIMINATION BECAUSE OF PARENTING RESPONSIBILITIES.
OUR MISSION
To enrich the global talent pool in medicine through the development of unique professional opportunities for women physicians.

OUR VISION
Women as One will serve as a unifying thread across the many important organizations and individuals working to improve the recruitment, retention and treatment of women in medical specialties where they are highly underrepresented.

OUR GOALS

AMPLIFY
- DEVELOP compelling digital content to showcase talented women.
- SUPPORT efforts of women in medicine and aligned organizations.

FORTIFY
- STRENGTHEN the pipeline of women in leadership in the healthcare field.
- MATCH qualified women physicians to professional opportunities.

UNIFY
- UNITE houses of medicine to set metric driven diversity and inclusion goals.
- INCLUDE women and ideas from industries outside of medicine.
THANK YOU TO OUR
2019 CORPORATE SPONSORS

For information on corporate support opportunities please contact Managing Director, Rebecca Ortega rebecca@womenasone.org
TALENT DIRECTORY LAUNCH
MARCH 2019

The Women as One Talent Directory is a robust, sortable online database of women in medicine. Starting with cardiology, Women as One aims to use its Talent Directory to help match qualified women with exciting professional opportunities.
**VITAL STATS**

- **500+** women registered
- **11** sub-specialties
- **49** counties

**Top 3 sub-specialties represented:**

- Interventional Cardiology
- General Cardiology
- Echocardiography
CASE STUDY

REQUEST
Dr. Coylewright contacted Women as One to gather names of qualified women to support program planning for the 2020 ACC and SCAI Conferences.

RESPONSE
Women as One developed a custom survey, received a 60% response rate from Talent Directory members and delivered results back to Dr. Coylewright within a week.

RESULT
Contacts and highly detailed qualifications of women were quickly made available for speaker placement at both meetings.
$2.5M women cardiologists earn $2.5 million less than their male counterparts over the course of their careers.
Women as One held inaugural Think Tank programs in New York and Paris in an effort to ignite the global unification of gender equity efforts in cardiology.
NEW YORK AND PARIS

The Think Tanks to Ignite Change kicked off in New York, NY on May 10, 2019. Representatives from across cardiology and outside industries joined forces to develop innovative strategies for change across US cardiovascular organizations.

The second Think Tank was held in Paris, France on May 25, 2019. The program brought women from across the globe together to share information on related initiatives and develop ideas for linking resources together to accelerate change around the world.
In a surprise for the audience, prominent journalist Soledad O’Brien addressed Think Tank participants, sending her support and well wishes for the Women as One effort.
SPONSOR ACKNOWLEDGMENT

New York Think Tank Sponsors:

[Logos of Abbott, Boston Scientific, Chiesi, Edwards, and Medtronic]

Paris Think Tank Sponsors:

[Logos of Concept Medical, MicroPort CardioFlow, OrbusNeich, and TERUMO]
50% NEARLY HALF OF WOMEN CARDIOLOGISTS REPORT BEING ASKED ABOUT INTENTIONS TO HAVE CHILDREN DURING INTERVIEWS.
In 2019, Women as One saw the launch of two Chapter groups in Bangladesh and South Africa. A formal Global Chapter model will launch in 2020 to further the reach of our effort to promote talent in medicine.
2019 saw the launch of the inaugural Women as One Escalator Awards – a program specifically dedicated to finding and promoting the top talent in cardiology. The goal? To expedite the identification, training and progression of women into prominent positions where they will by virtue be better able to advocate for the women around them.

Awards will be announced February 2020.
Women as One aims to amplify the voices of women in cardiology around the world. Our website features a blog, podcast and video series which include fascinating and insightful stories from talented women.

WORDS YOU WON’T FIND IN MY EMAIL
I read a lot about women and leadership, and women and confidence, and it occurred to me recently that at some point along the way, this reading led me to adjust my communication style and content.

10 QUESTIONS WITH ANGELA MAAS, MD, PHD
Professor of Women’s Cardiac Health
Radboud University Medical Center
Nijmegen, The Netherlands

FROM PAKISTAN TO DUKE AND BACK AGAIN
INTERVIEW WITH: Zainab Samad, MBBS, MHS Chair, Department of Medicine Aga Khan University Medical College
Sneak Peek into 2020
We are actively working on a slate of exciting and impactful programs for 2020. Below is a sneak peek into what you can expect from us next year!

Women as One will increase our focus on retention and financial equity and will roll out a series of activities around improving the culture and leveling out the pay gap in cardiology. Below are stills from two roundtable discussions that will be released early next year. We are also developing data capture and policy-focused efforts in these areas, along with partnerships that will allow us to achieve our goals.

Emily Green from Ellevest moderates a discussion on financial empowerment with several early career cardiologists.

Dr. Roxana Mehran moderates a discussion among married cardiologist couples about domestic decision making in a dual cardiologist household.
We are developing programs that will continue to push the boundaries of our current thinking and approach to gender equity. The **2020 Women as One Think Tanks** will have a focus on cognitive and social science, addressing top men and women leaders in the healthcare field. We are also developing **global research projects** which will engage our growing network around the world, allowing them opportunities to hone their research skills and publication portfolios. We will continue our **Escalator Awards** program, and will layer in a **high risk procedural training** program for women operators, increasing the number of women in change-making positions.

It is important that we continue to tackle gender equity from all angles, and we have plans to expand our network in doing so. You will see the launch of **more structured partnerships** with professional organizations, global initiatives and corporate partners as it is essential to work ‘as one’ in the journey towards gender equity. These partnerships will allow us to expand our reach and our collective ability to drive positive change. We look forward to sharing this and more with you as we move in to 2020 and hope that you will join us for the ride as we continue to promote talent in medicine!