



Annual Report 2025





2025: A year of growth and connection

Dear Friends,

As we reflect on the past year and look ahead to 2026, we are proud to share the progress and evolving vision of Women As One. Our mission remains clear: to elevate the careers, visibility, and influence of women in cardiology and to strengthen the global cardiovascular workforce through equity, opportunity, and innovation. This year, we set ambitious goals that position the organization for meaningful growth and expanded impact.

Our signature programs remain at the heart of our work, creating new opportunities for women physicians worldwide to learn, connect, and advance. In 2025, we launched three new CLIMB Clinical training pathways—Cardiomyopathies, Structural Interventions, and Complex Cases in Interventional Cardiology—while expanding professional development and support for the next generation of thought leaders in cardiology through our Mentorship and CVCT Research Scholar Awards. We also gathered with our international community for an amazing day of connection and learning at RISE @ ESC Congress 2025.

We invested in the future of our community with the revitalized Talent Directory, now called The Pulse by Women As One, which debuted in November. This dynamic platform is quickly becoming a trusted resource for institutions, industry partners, and societies seeking to engage talented women cardiologists.

This year, we were thrilled to welcome new leadership that will guide us into our next chapter. Dr. Malissa Wood joined the team as Chief Medical Officer, and Amanda Jamrogiewicz as Chief Strategy Officer. We also welcomed Dr. Pamela Douglas to our Board of Directors. Their expertise and longstanding commitment to advancing women in cardiology will strengthen our mission as we grow.

Thank you for your continued partnership, advocacy, and belief in our work. We look forward to shaping the future of cardiovascular care together.

With our highest hopes for the year ahead,

Roxana Mehran, MD



Our story

Women As One was founded in 2019 by Dr. Roxana Mehran and Dr. Marie-Claude Morice, two internationally recognized leaders in cardiovascular care and research.

Their goal was to create an organization focused exclusively on improving the working environment for women in medicine.

Our mission is to promote talent in medicine by offering women cardiologists unique professional opportunities. By doing this, we aim to build a more inclusive, diverse and just medical workforce.





Our mission is urgent

Women represent approximately **20%** of cardiologists globally and hold less than **10%** of leadership positions in the field.

Despite their vital role, women in cardiology face significant systemic challenges, leading to higher attrition rates. Increasing the representation of women in cardiology has demonstrated the potential to enhance outcomes in cardiovascular disease.

Empowering women cardiologists is critical to accelerating this progress, transforming the landscape of the cardiovascular workforce, and ultimately revolutionizing the future of healthcare.



Women cardiologists are critical to serving diverse communities, yet face an uphill battle to remain in the field.

Burnout Crisis

57% of female cardiologists report burnout symptoms, significantly higher than their male counterparts.

Pay Gap

Women cardiologists earn \$2 million less than men over a 40-year career.

Sexual Discrimination

Nearly 75% of female doctors face sexual discrimination or harassment in their first year.

Higher Attrition Rates

Disparities drive women out of medicine at higher rates, with 40% eventually leaving academic medicine.





Without a stronger representation of women in cardiology, we hinder progress in improving women's health.

- Heart disease is the leading cause of death for women globally, accounting for 1 in 3 deaths.
- Despite this, women with cardiovascular disease are under-diagnosed, under-treated, and underrepresented in clinical research, from trials to laboratory studies.
- Increasing the representation of women in leadership roles has shown promise in improving outcomes for female patients, yet women remain severely underrepresented in cardiovascular leadership.



2025 Impact

Women As One focuses on achieving global impact in the service of women physicians through our events and programs.





Women As One

Women As One were present at all major conferences, connecting with women physicians and partners



ACC: Panel discussions with BridgeBio and NovoNordisk



RISE @ ESC Congress 2025: Lunch Symposia with Daiichi Sankyo Europe and Medtronic



We also attended AHA and TCT, where we held a focus group with Medtronic discussing women's cardiovascular health.



And continued to publish and receive recognition in leading research journals and publications

<https://doi.org/10.1038/s41569-025-01225-z>

Resolutions from the Women As One RISE 2025 conference for women in cardiology

Roxana Mehran, Karoline Bowman, Valeria Raona, Maria Rubini Giménez & Liesl Zühlke

Check for updates

Women in cardiology have long faced barriers, but their leadership is redefining the field. By turning bias into opportunity and exclusion into inclusion, initiatives such as Women As One are opening doors, advancing equity and shaping a more innovative, representative future for cardiovascular care.

The persistent underrepresentation of women in cardiovascular leadership represents a global challenge transcending geographical and economic boundaries. In the USA, women comprise 30% of cardiology trainees but hold only 5% of division chief positions¹, a pattern mirrored internationally, with some European countries having no female cardiology division leaders at all. Barriers vary by region, with low-income and middle-income countries facing added complexities related to resource allocation and institutional structures.

This underrepresentation is not merely a matter of fairness. Cardiovascular medicine cannot advance fully when women's voices are absent from decision-making, research leadership and policy setting. Moreover, this underrepresentation also affects clinical research, where women remain disproportionately under-enrolled in cardiovascular clinical trials, which limits the generalizability of findings and the applicability of results to real-world patient populations^{2,3}. Gender-related inequities also extend to compensation, with women earning substantially less than men even after accounting for experience and productivity, highlighting that systemic disparities affect

representation was ensured through Heart Talk, with cardiologists from six continents sharing regional perspectives on leadership challenges and opportunities.

The educational design was equally innovative. An interactive workshop with executive coaches and stage actors simulated workplace scenarios, allowing participants to practise communication and leadership skills. Structured Speed Mentorship sessions created space for direct exchange with established leaders, reflecting the well-documented role of mentorship in advancing careers. Industry leaders provided their perspective in a dedicated panel, underscoring that solutions to gender inequity require multi-stakeholder

Special Communication

Preserving and Promoting Clinical Trial Representativeness A Review of Existing Strategies and the Path Forward

Francesca Maria Di Muro, MD¹; Katerina Dangas, MD²; Rebecca Ortega, MHA¹; et al

[» Author Affiliations](#) | [Article Information](#)

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Abstract

Importance Despite major advancements in cardiovascular clinical research, underrepresentation in cardiovascular clinical trials persists, limiting generalizability, access to novel therapies, and equitable care.

Observations Policymakers, funding bodies, researchers, and professional societies have increasingly acknowledged the scientific importance of representation of the intended use population in cardiovascular clinical trials through policies and incentives, yet significant challenges remain. Achieving meaningful representation requires more than meeting enrollment targets, it demands the integration of best practices into trial design, including tailored recruitment strategies, diverse leadership, standardized demographic data collection, and clear accountability metrics.

Conclusions and Relevance This review synthesizes the latest policies and initiatives concerning representation



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Lift as You Rise: Women in Cardiology Meet in Madrid to Talk Change

The RISE @ ESC Congress 2025 meeting made clear that policies matter, but so too do interpersonal connect

by [Caitlin E. Cox](#) | SEPTEMBER 11, 2025



MADRID, Spain—Female cardiologists confronted sexism and more subtle deterrents as they



Editorial Cardiovascular

From Insight to Action: Driving Gender Equity in Cardiology after RISE @European Society of Cardiology Congress 2025

Sarita Rao¹

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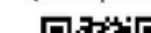
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INTRODUCTION

Interventional cardiology remains one of the most male-dominated medical specialties worldwide. While the representation of women in cardiovascular medicine has improved at the entry level, the proportion of women in interventional cardiology leadership remains critically low around 4% globally and in India.^[1,2] This underrepresentation is not due to lack of talent, but to persistent barriers such as structural, cultural, and institutional that continue to limit opportunities for women cardiologists.

RISE (REGROUP, INSPIRE, STRENGTHEN, ENERGIZE): A GLOBAL CALL FOR LEADERSHIP

RISE was conceived as a response to the stark disparity in leadership roles for women in cardiology. Despite growing numbers of women in medical schools and residencies, their progression into leadership roles lags significantly. Studies consistently demonstrate that women cardiologists face inequities in pay, authorship, conference visibility, and access to research funding. The RISE Conference, an initiative of *Women as One*, has emerged as a pioneering platform to address



Women As One

Our Programs: CLIMB

CLIMB Clinical is our advanced procedural skills training program. Since its inception in 2020, women cardiologists from over 70 countries have participated in this virtual program, accessing case-based learning in a small group format led by subject matter experts.

This comprehensive, fully online program spans six months and is designed to support women in cardiology across multiple career stages.

New this year: We introduced a bilingual learning track for Structural Interventions sessions available in English and Spanish.

2025 CLIMB Clinical Topics

- Cardiomyopathies
- Complex Cases in Interventional Cardiology
- Structural Interventions



"The CLIMB program sharpened my analytical thinking in daily clinical practice—particularly in procedural understanding, imaging, and post-interventional care—clarified my path toward structural interventions and imaging, and fostered an evolving entrepreneurial spirit grounded in a strong scientific foundation. Most importantly, this transformational learning experience energized me intellectually and responsibly, expanded my world with humility, and stands as a trusted platform brought to life by the collective excellence of a global community of women leaders I aspire to emulate."

Virna L. Sales, MD, MPH, FACC, FAHA, FESC
Cardiovascular Center Rotenburg
Fulda Hessen, Germany

95 physicians from over 42 countries joined our education program across three topics, with thousands of learners online via Radcliffe Cardiology.



What our Community had to say



Ana Paula Tagliari

@TagliariPaula

🌟 Last #CLIMB Structural Intervention activity by #WomenAsOne! It was an immeasurable pleasure to meet such inspirational women who are building the future of cardiology ❤️ with strength, kindness, and a true willingness to share their knowledge. Thank you for the opportunity—especially for today's chance to discuss a challenging M-TEER case performed at our center @cardiofyofficial.

@VDelgadoGarcia @MayraGuerreroMD @carlaagatiello1 @WomenAs1 @denisamuraru

WOMEN AS ONE

SKILLS TRAINING PROGRAM

TOO SHORT A POSTERIOR MITRAL LEAFLET, TOO BIG A CHALLENGE

cardiofy

Ana Paula Tagliari MD, MSc, PhD, FESC, FACC, Cardiovascular Surgeon, Professor @UFPRGS/UFCSA

ONGOING RCT IN PRIMARY MR

	PRIME-MR	REPAIR MR	MITRA-HR
Randomization	MitraClip vs surgical MV repair	MitraClip vs surgical MV repair	MitraClip vs conventional surgery
Number of patients	N = 2000	N = 500	N = 330
Primary endpoint	All-cause mortality, cardiovascular mortality, rehospitalization for congestive heart failure, re-do mitral valve procedure at 12 months	All-cause mortality, stroke, cardiac hospitalization, or acute kidney injury requiring renal replacement therapy at 2 years	All-cause mortality, unplanned rehospitalization for cardiovascular reasons, and mitral valve reintervention at 12 months
Trial registration	NCT0532782	NCT04190870	NCT03271762

TRILUMINATE RCT - QoL improvement in perspective

Range: 3 to 12 months

Treatment	KCCQ Change
Medical Therapy	-2.99
Endovascular	6
Endovascular	6.1
TEER	12
MitraClip	15.2
MitraClip	17
TAVR	22



Anastasia Vamvakidou

Consultant Cardiologist| Advanced echocardiography| Valvular Heart Disease
3mo

An amazing session CLIMB 25 Session Structural Interventions #2 on #TAVR lifetime management and imaging assessment of complex cases. Insightful discussions on considerations when choosing the initial aortic valve intervention whether this is #TAVR, #SAVR or #Ross with Victoria Delgado, Prof. Dr. Mohamed Marwan and Carla Romina Agatiello



Isabel Mattig

Medical Doctor (Dr. med.), BIH Clinician Scientist, Cardiology, Deutsches Herz...
5mo

🌟 Excited to share that I have been selected to participate in #CLIMB 2025 – Complex Cases in Interventional Cardiology, a global skills training program organized by Women As One.

Big thanks for this incredible opportunity — can't wait to get started! 🚀

#CLIMB2025 #InterventionalCardiology #WomenAsOne



Our Programs: RISE @ ESC Congress 2025



234 attendees from 53 countries joined us in Madrid. The conference was supported by 12 industry partners.

Our annual in-person conference focuses on professional development for women physicians. It offers a unique opportunity to build non-clinical skills and develop connections critical to career advancement and success.

This year's event was held in partnership with the European Society of Cardiology together with the World Congress of Cardiology the day before the ESC Congress in Madrid. This exciting partnership aimed to catalyze the ascension of women cardiologists into leadership positions, dismantling barriers and fostering inclusivity, will be held again in 2026 in partnership with the European Society of Cardiology in Munich.



[Watch the highlights](#)



What our Community had to say



Giuliana Corna MD

@GiulianaCorna



Amazing day ✨ Third year in a row at RISE 🥳 It just keeps getting better! 🙌🏻👏🏻

This time at #ESCCongress2025 🇪🇸 with even more 🇦🇷 colleagues! @carlaagatiello1 @SofiaCapdeville @WomenAs1

#LetsRISE2025 #WIC



Marwa Hemat Gaber • 2nd

Cardiology lecturer and consultant. Member at Preventive Cardi...
3mo • 🌐

+ Follow ...

I am incredibly happy to have attended the RISE event held in conjunction with the ESC Congress 2025 in beautiful Madrid. This inspiring event is part of the All Women as One collaboration, dedicated to empowering women worldwide in the field of cardiology. Connecting with such a talented group of professionals and sharing insights on the challenges and opportunities we face in our careers was truly empowering. It's heartening to see so many passionate individuals coming together to uplift each other and promote gender equity in our field.

Thank you to all the organizers, speakers, and attendees for such an enriching experience. Together, we can continue to break barriers and pave the way for future generations of women in medicine! Here's to more events that foster collaboration and support! 🙌🏻💖 #RISE2025 #ESC2025 #AllWomenAsOne #WomenInMedicine #Empowerment #Cardiology #Networking



Stacey Rosen, M.D.

@drstaceyrosen

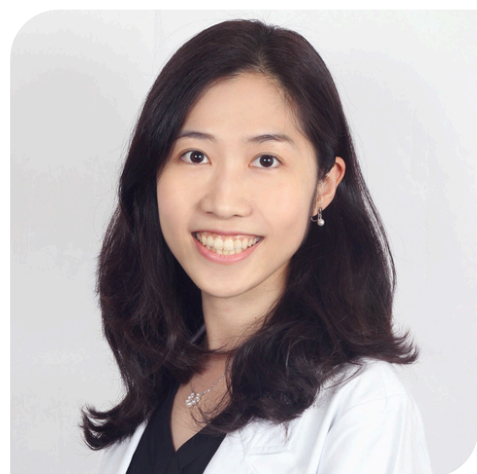


Amazing day ! Congratulations @Drroxmehran and @WomenAs1 for this inspiring day of collaboration, mentorship, education and pure joy ! The future is bright for women in cardiology ! #ESCCongress2025 let's #RISE together



Dipti Itchhaporia, M.D., MACC, FAHA, ... • Aug 28

Huge congratulations to @Drroxmehran and the Course Directors of #letsRISE2025! They continue to pave the way for women in cardiology—empowering, inspiring, and transforming the future of our field. 🙌🏻💖 #TheOpening #WomenInCardiology #WCCardio #ESCCongress



Our Awards

Our innovative Mentorship Awards concentrate on a key factor that is consistently linked to career success for women physicians. The six accomplished 2025 winners, paired in three cross-institutional partnerships, are dedicated to advancing the field of cardiology as well as promoting specific diversity, equity, and inclusion goals.

In collaboration with the Global CVCT Forum, the Research Scholars Awards returned for their third year. We awarded three high-potential women physicians who have shown a growing interest and experience in clinical trials. These scholars joined the faculty at CVCT 2025, where they had the opportunity to build relationships with trailblazers in the field, supporting them on their journey toward clinical trial leadership.

We awarded \$130k in grant funding to 9 women physicians from 4 countries.



Trailblazer: Dr. Erin Bohula, 2023 CVCT Research Scholar

Women As One is pleased to celebrate Dr. Erin Bohula, a Women As One x CVCT Research Scholar alumna, whose leadership is helping shape the future of cardiovascular prevention.

At the 2025 American Heart Association Scientific Sessions, Dr. Bohula presented the landmark VESALIUS-CV trial, a global study demonstrating that the PCSK9 inhibitor evolocumab significantly reduces major adverse cardiovascular events in high-risk patients without prior myocardial infarction or stroke.

Her leadership in VESALIUS-CV reflects why the Women As One x CVCT Research Scholars program exists: to advance women investigators, enhance representation in cardiovascular research, and ensure groundbreaking science is led by diverse voices.





An evolution of our offering: The Talent Directory becomes The Pulse

Since its founding, Women As One has championed equity in medicine by supporting women physicians through mentorship, visibility, and access to opportunity. The Talent Directory has been central to that mission, connecting women in cardiology across borders.

As our community and the healthcare landscape evolved, so did the need for a more modern, interactive space.

To meet this need, we have transformed the Talent Directory into The Pulse—a community-driven platform designed to simplify access to opportunities and strengthen professional development. The Pulse is a dynamic, user-friendly environment built to foster connection, learning, and leadership for women physicians worldwide.



Since 2019, we have worked with 29 industry partners

Together, we've achieved the following milestones:

- \$1.8M+ in direct grant funding to support 40 women cardiologists through our awards.
- 1,400+ women cardiologists connected with industry partners through live events.
- 500+ women cardiologists educated in 50+ countries through our CLIMB advanced skills training program.



2025 Corporate Members

We work with global brands to drive diversity, equity and inclusion initiatives. Our Corporate Members are committed to enacting change within the cardiovascular community and empowering women cardiologists to achieve their career goals.





Women As One

Thank you to our 2025 Industry Partners who made our work possible





Women As One

We welcomed two senior leaders to our staff

Their expertise and longstanding commitment to advancing women in cardiology will strengthen our mission as we grow globally.



Malissa Wood, MD
Chief Medical Officer



Amanda Jamrogiewicz, CHCP
Chief Strategy Officer



Women As One

Thank you to our Board of Directors who serve as the stewards of our success



Roxana Mehran, MD,
Founding Director



Barbara Casadei, MD,
DPHIL, FMEDSCI



Azin Parhizgar, PhD



Pamela Douglas, MD,
MACC, FASE, FAHA



Women As One

And to our Program Development Committee

The committee is responsible for supporting the development of our programs.



Victoria Delgado, MD, PhD,
Head of Cardiovascular
Imaging, Germans Trias i
Pujol Hospital



Pamela Douglas MD,
Ursula Geller Distinguished
Professor of Research in
Cardiovascular Diseases,
Duke University



Jennifer Mieres, MD,
Sr. Vice President,
Center for Equity of
Care, Northwell Health



Rashmee Shah, MD,
Clinical Research
Scientist, Health
Technology, Meta



Nancy Sweitzer, MD, PhD,
Director of Clinical
Research, Washington
University in St. Louis



Women As One

We must invest in
women.
We can't afford not
to.

To learn more about how we can work
together, contact us.

info@womenasone.org

