

IDKD, Davos 2018 Women in Radiology
Cooky Menias

Words of wisdom from meeting led by Dr. Hedvig Hricak and Dr. Rahel Kubik – the “team leaders” for the Women of Radiology get-together IDKD. The collective decision was to reflect on our own lessons learned/wisdom to share.

Davos, March 2018.

1. **“Start paying attention.”** Note how we (women) talk about our female colleagues when they are not around. Often, women are especially critical of other women, and we need to be aware of this.
2. **“Stop and think before you speak.”** Stop yourself from speaking if you are not going to say nice words about a female colleague; decide to try to never say anything disrespectful about anyone.
3. **“Amplify.”** Women’s comments are often overlooked compared to those of men. Reinforce good points made by other women during meetings. For example, “Dr. X makes an excellent point” (then build on what she said).
4. **“Talk her up”** Whenever a female attending is mentioned during conversation to you in passing, try to find a good reason to “praise” her or “talk her up.” For example, if you are reading a follow-up ultrasound with a colleague and see a prior read by a different attending, that would be a perfect time to inject something positive (for example, “Dr. X is an outstanding radiologist and is world renowned in the field of --; you are very lucky to work with her.”)
5. **“Be Genuine.”** Positive comments about other women have to come from the heart and be genuine. We can nearly always find something good in other people if we make a conscious effort.

6. **“STOP apologizing.”** Try to tone down apologies at the beginning of emails or conversations (e.g., avoid over-apologizing for things such as delayed responses).

7. **“Maintain boundaries.”** Women in leadership should not become too compassionate and emotionally involved with personal stories, as doing so makes it hard to maintain professional relationships with employees.

8. **Use “Dr.” when referring to female colleagues in formal settings.** Studies at Mayo Clinic have shown that as compared to men with MDs or PhDs, women with those degrees are more often referred to without “Dr.” This can create a pervasive culture where female physicians don’t garner the same respect. When in a setting where physicians are referring to each other as “Dr.” rather than using first names, be sure to refer to other women as “Dr.” also.

9. **“Lean In.”** Apply for the position without waiting to be asked; sit at the table (not on the side).

10. **“Be a Winner NOT a Whiner....”** Often women are considered “whiners” when they voice a complaint or critique. Try to offer constructive criticism and potential solutions when pointing out problems.