

## **Women in Radiology Meeting Event at IDKD – how it all started**

When Professor Hedvig Hricak approached me with her idea to start off this new initiative, „IDKD – Women in Radiology,” at the occasion of our 50th anniversary in Davos, I loved the concept from the very first moment! And I was thrilled to learn that my two male co-directors, Gustav von Schulthess and Juerg Hodler, were equally in support of this idea.

*Professor Hricak – longstanding faculty member and Honorary Advisor of IDKD*  
Hedvig Hricak has been actively involved in IDKD as teacher, lecturer and faculty member for many years. In her role as abdominal course advisor, she has shaped the course with her suggestions for new teachers and topics. She remains an important and huge role model and mentor for myself as well as many colleagues (and current IDKD teachers) in the field of pelvic imaging. It's fantastic we have this new initiative at IDKD.

### *50 years of IDKD – time to remember – time to look forward*

By paging through our wonderful anniversary book by Brigit Läubli, a founding member and past foundation member of IDKD (yes, another very remarkable woman at IDKD), you will come across some old faculty photographs from the seventies, eighties and nineties (pages 57- 58) and will immediately realize that from today's perspective, women were underrepresented (Professor Hricak having been one of only 2 female faculty members in 1983). In preparation for the first meeting of “IDKD – Women in Radiology,” which was held on Tuesday, March 27, 2018, Professor Hricak and I looked at the 2018 IDKD program and were happy to see that out of 42 workshops, 38% had female teachers.

### *How we select new teachers*

The selection of new teachers can be a time of positive action for further increasing our female faculty members, taking into account the selection criteria for our faculty (see page 55 of our anniversary book). IDKD is known for its internationally acclaimed faculty – the very best of the best in the world of radiology.

Since the very first course, we have always tried to have a balance of European and non-European teachers. Apart from that, the selection criteria are solely based on the topics and the qualifications of the teachers. Each teacher is scored by the attending participants. Only teachers fulfilling the expectations of the audience are re-invited. Thanks to a good initial selection process, most do, and many return to several courses. For the abdominal course, almost 40% of teachers are female, and this is trending positively. Unfortunately, we are not quite there yet in all of the organ-based IDKD courses.

Once a teacher is invited to Davos, as discussed above, gender does not play any role in deciding whether she or he will be re-invited to an upcoming course. This decision is solely based on quality and scores submitted by the audience. Gender ratio equality can thus only be strived for when selecting our new teachers. With the help of our advisors, we scout “rising stars” in the world of radiology not only by attending lectures at important national and international meetings ourselves (or nowadays, watching recorded lectures in the hotel room at night), but also (especially for those topics not within our own main areas of expertise) by word of mouth. And

this is just the moment where networks and mentoring relationships can certainly play a positive role. To be selected as an IDKD teacher, it is essential to be known for your high-quality work and inspirational teaching skills.

#### *What is the IDKD vision?*

For the next 50 years, IDKD will hopefully continuously prosper and be at the leading edge of radiology education. Personally, I am a strong advocate of adhering to our general rule, which is to select only the very best teachers – independent of gender. If we compromise on quality just to achieve an equal gender ratio, we could potentially put the success of IDKD at risk and would also do no favour to all the excellent female radiologists out there.

Hedvig Hricak nicely summarized the mission of the “IDKD - Women in Radiology” initiative. As a co-organizer of the course, I would like to add one additional mission: A goal for all of us should be to scout out young and talented, rising radiology teaching stars of either gender, supporting diversity and bringing it to the attention of IDKD organizers. We can all strive for excellence together!

#### *The first meeting of “IDKD – Women in Radiology” in Davos*

Our first meeting was a tremendous success. I had not expected such a lively and interesting discussion among female radiologists from all parts of the world. We soon realized that we all face much the same challenges, regardless of whether we work in China, the USA, or Europe. It was fabulous to see that some male radiologists, attracted by the nice atmosphere, laughter and active exchange of thoughts, also joined in. Putting a new spin on an old practice, whereby an influential women such as Queen Elizabeth I would be called an “honorary man,” the group soon dubbed these men “honorary women.”

#### *How will we carry on?*

After such a successful event, we will certainly be carrying on with our initiative at the IDKD 2019, and we also plan to meet at RSNA, aiming to develop support networks for women throughout the entire IDKD „family“, regardless of which organ-based courses they are teaching in.

If you like our initiative, please be part of it and promote it!  
We appreciate your feedback and ideas.

*Rahel A. Kubik-Huch, IDKD Co-Director*