

**AMWA Interim Meeting
Indianapolis, IN
September 17-18, 2016**

Saturday, September 17, 2016

President's Report - Dr. Kim Templeton

- Dr. Templeton highlighted her work in the following areas:
- Women's Health Working Group is developing additional materials in the area of sex and gender specific medicine.
- Resolution at the AMA to expand the definition of women's health to include all of the sex and gender differences between women and men.
- Continued discussion with AMA leaders – President Dr. Andy Gurman, Dr. Susan Skochelak, Dr. Cynda Ann Johnson on gender specific medicine.
- Childcare at the workplace for women – discussion with the AMA-WPC.
- Collaborations with the AAMC and NIH OWHR, Women in Oral Maxillofacial Surgery.
- Physician re-entry in partnership with the AMA, AAP, and Federation of State Medical Boards.

Executive Director Report – Dr. Eliza Chin

The focus this year has been on collaborations with other organizations and joint initiatives.

- iGIANTS –AMWA has been an ambassador for this initiative founded by Dr. Saralyn Mark. AMWA has now set up 6 roundtables (Orthopedic Surgeons – Dr. Templeton, South Florida – Dr. Haffizulla, San Francisco – Dr. Chin, Chicago – Dr. Aggarwal, New York – Dr. Chin, Cambridge – Dr. Chin, Chicago-DC-Boston – Dr. Aggarwal with upcoming roundtables in Washington DC – Dr. Chin, Indianapolis – Dr. Rohr-Kirchgraber, Buffalo – Dr. Gebhard, Denver – Dr. Chin, San Francisco – Dr. Chin, Detroit – Dr. Saluja. The iGIANT initiative has led to AMWA participation in a NASA Roundtable, the IDEAGEN Summit, and the Heinlein Prize Award Ceremony honoring Amazon and Blue Origins Founder, Jeff Bezos. AMWA leaders are encouraged to help set up roundtables in their region with help of AMWA staff. Information about iGIANTS is [here](#).
- Sex and Gender Medical Education Summit
A follow up Sex and Gender Inter-professional Medical Education (IPE) Summit will be held in 2018. AMWA will be a premier sponsor again. AMWA continues to promote the integration of gender specific medicine into medical school curricula, through physician and student leaders.
- Partnership with GIAHC (Global Initiative Against HPV and Cervical Cancer) and Dr. Shobha Krishnan on a cervical cancer education campaign targeted at middle school-aged girls. All student branches are encouraged to help in the educational efforts.
- WomenAgainstAlzheimers – Dr. Aggarwal has been an integral part of this program. AMWA participated in the launch of the We Won't Wait campaign in Washington DC. On Sept 22-29, there will be a large meeting in DC with an advocacy day.
- AMWA has partnered with ItsOnUs – to help end rape violence on college campuses. All student branches are encouraged to participate.
- Alliance for Aging Research – AMWA will partner to promote heart valve disease awareness day and other issues.
- National Women's Health Network – partnership in women's health issues
- HEAL – human trafficking education and training.
- Dept of Health & Human Services (Surgeon General - Turn the Tide initiative on opioid education, Office on Women's health). All student branches are encouraged to help in the educational efforts.

- Exploring collaborations: IDEAGEN (AMWA invited to participate in IDEAGEN Summit in Seattle, www.idea-gen.com; Music & Memory (work with student branches and the Music & Memory organization to bring custom music play lists/ipods to seniors – students needed), Physician Mom’s Group, American Association for Physician Leadership, Delta Airlines (partnership on human trafficking)
- Potential new projects – baseline concussion testing in girls’ athletics - looking for student leaders to help.

Updates:

- Networking Alliance – continue to add more organizations. Please send referrals.
- Faces of AMWA – continue to add profiles. AMWA is looking for students to help write up AMWA past president profiles.
- Publications – more help is needed with Newsflash.
- Underage Drinking – AMWA is partnering with DISCUS & National Consumer’s League, on a 30 second video focused on alcohol poisoning and the risks to young girls. The video is being funded by National Consumer’s League. Video will be disseminated through our student branches.
- Quilt Project – Dr. Chin encouraged promotion of the quilt project. With a \$150 donation, quilt squares can be personalized and displayed in a digital quilt on the AMWA website. <https://www.amwa-doc.org/quilt-project/>
- Women Physicians in WWI – this AMWA exhibition will launch on Veterans Day and will be promoted through the Center for Women’s Veterans. AMWA is looking for students to help complete biographical profiles. <https://www.amwa-doc.org/wwi-exhibition/>

Committee Reports

Awards Committee – Nominations due November 20. New: the Dr. Larry Zaroff Man of Good Conscience Award. <https://www.amwa-doc.org/dr-larry-zaroff-man-of-good-conscience-award/>

Advocacy – Samia Osman

Students are spearheading an initiative on the impact of the ACA on women’s health. For elections, they will post objective, fact based, and non-partisan information about the major candidates and their stand on women’s health. Domestic Violence week –toolkit to be sent out to student leaders. Advocacy Day/Congressional Briefing–physicians needed. Feb, Mar 2017.

Global Health – Samia Osman

A refugee global health subcommittee has been formed by student leaders which focuses on issues that involve both refugee physicians and refugee health.

Diversity and Inclusion – Dr. Neelum Aggarwal

Student Co-Chair Gabriella Reyes is working on website updates. Dr. Aggarwal has been networking with corporations and students in technology. A group of tech students will be joining AMWA to learn more about healthcare. The D&I committee will develop programs to teach grant writing. Other webinars may be on writing an abstract or making a poster.

Financial Partners Group Presentation - Susan Maginn Christ and Nancy Pitt

Overview of the financial needs at different times of one’s life. It’s important to get disability insurance, even as a resident. It’s important to save money – even if it’s a small amount regularly over the long-term. People should rely on a good financial advisor who specializes in this area and not trust that they themselves have enough training in this area.

Lunch Keynote - *Learning to Fly! Eight Rules for a Fulfilling Career* - Dr. Dale Benson

Dr. Dale Benson – Former Vice President of Innovation, Quality and Practice Management and Director of the Leadership Development Institute for AltaMed Health Services in Los Angeles, founder and former Executive Director of the HealthNet Community Health Centers in Indianapolis, Past President of the American Association for Physician Leadership, author of *The Leadership Lectures*.

Kay Johnson – Chief Development and Communication Officer, HealthNet Community Health Centers in Indianapolis

We have to Learn, Unlearn, Re-learn. We have to become transformational.

“Leaders are called to stand in that lonely place between the no-longer and the not-yet.”

-- Mary Lou Anderson

As transformational leaders, we will find ourselves standing in that lonely place. It will feel like we are going to fall down the mountain. We have to learn to fly. In this room, we have a room of frequent fliers who are learning to fly. Falling off a mountain is not comfortable. There are a lot of big changes impacting the practice of medicine. Pain is inevitable but misery is optional. If we choose to respond to the situation with low morale, we will have low morale. If we choose to be upbeat and make a difference, we will... and we will fly.

As healthcare providers, we have the privilege of sharing in the intimacy of the exam room. That has not changed. That is something that we should always remember.

Benson's 8 rules:

Rule #1: Be proud of what you are doing (not in an egotistical sense). Oliver Wendell Holmes – every calling is great when greatly pursued. Even on days when your mountain is collapsing beneath you. “Part of true success is understanding that there is something bigger and more important than ourselves.” Marcia Ann Gillespie

Rule #2: Be humble that you have this privilege. “The first test of a truly great man (or woman) is his/her humility.” --John Ruskin. Leadership is not a trumpet call to self importance. Be a true leader. Walk the talk. If serving is beneath you, then leadership is beyond you. To share an exam room is a sacred privilege. Be humble with your interactions with your patients. To lead an organization is a privilege. Be humble.

Rule #3: Your career is an important part of who you are. Respect that. Make the most of it. Don't trivialize your career. Get better at what you do every year. Share what you know to others. So when you retire, you can look back and at the bottom line – you can know joy and great fulfillment.

Rule #4: There is more to life than your career. You must never forget the balance between your personal life and your professional life. No one on their deathbed ever wishes that they spent more time at the office or the hospital. You people are driven. You need to be equally driven to spend time with your families and your friends. “Life is not measured by the breaths that you take but by the breathtaking moments.” There aren't too many breathtaking moments at the clinic. Often, those are at home, with family, with travel. Wrestle with your priorities. Have a plan about this – write down that plan. Share it with your spouse. Maybe share it with your boss. Then make it happen. Without a plan to make it

happen, you will be devoured by your career. Your career is an important part of who you are, but there is more to life than your career.

Rule #5: There are a lot of irritations. Focus on what is important. It is said that wisdom in leadership is that art of knowing what to overlook. Overlook the unimportant. Every day the irritations come along. You can burn up your adrenaline and your arteries worrying about those irritations. Discipline yourself in the art of knowing what to overlook. "Wisdom in leadership is the art of knowing what to overlook" --William James. Look at the situation from the scheme of things. How important is this to my patients? To my colleagues? To my organization? To my life goals? Think about that. "One of the disciplines for building a rich soul life is the simple act, on a daily basis, of remembering what is important to you." -- David White.

Rule #6: Affirm your colleagues and co-workers. Thank everybody. Everyone likes affirmation. Everyone needs affirmation. You occupy an elite position in your organization. An affirmation from you can be profoundly meaningful. Be lavish but genuine in your affirmations and your thank you's. Thank you's is rated as immensely important by employees. Staff, secretaries, etc. Take a minute and thank them. Make it a policy for never going home at night without finding someone to thank them for helping you. If you can't find someone in person, send an e-mail. This might be the most important thing you do all day. How many people directly report to you? Add to that the number of people who work with you who help you do your job. How many? How many of these people have you thanked in the last week? Take this list of people and put them on your calendar. On that day, find that person and thank them for helping you. Have you ever received an unexpected note of appreciation? What did I do? I read it. Then I read it again. Then read it again once a month. I sent it to my mother. There is so much power in appreciation. So much power in affirmation. "Most managers wildly under-estimate the power of the tiniest personal touch." -- Tom Peters.

Rule 7: You are very fortunate. Pass it on. Accept and understand what you have and pass it on. Reference to the movie, Pay it Forward. "Practice random acts of kindness." Keep your eyes open for opportunities to practice random acts of kindness. On a daily, practical level, practice random acts of kindness with your support staff every day. Remember there are no unimportant jobs. No unimportant people. Surprise them with a random act of kindness. Go ahead and make their day. "You make a living by what you get, you make a life by what you give." -- Winston Churchill.

Rule 8: Take care of your patients. Take care of each other. Take care. Remember that the central focus – despite all of the changes – is your patients. Remember that every patient you encounter is hurting – this may be physical or psychological or social or spiritual.... You are in the business of healing of human hurts. Take care of each other. What we do in healthcare is so stressful, we could not do it without each other. We are also human. We also have hurts. Every person you meet is fighting a battle which you know nothing about. We need to be quicker to put our arms around each other and say – "I know.....I'm here to support you."

Reflections:

"Life is too long, not to do it right.": --Mike Vance.

"Happiness doesn't always come from doing what we like to do, but rather from liking what we have to do." Wilfred A. Peterson.

"We can choose how we respond to things." "The point of life is not to be great, but rather to be all you can be" --George Will. The point is to be real, genuine.

Below is the combined wisdom of 5 giants in their respective fields:

There is a fundamental dynamic that must permeate each one of us and everything that we do. That bottom line is love. Leadership expert James Autry – “Good management is largely a matter of love” (Book: *Love and Profit, the Art of Caring Leadership*). Avedis Donnabedian: The secret of quality is love. You have to love your patients. You have to love your profession. You have to love your God. If you have love, then you can work back to change the system. Leadership without love is shallow. “Someday, after mastering the winds and the waves and the tides and gravity, we shall harness – for God – the energies of love. And then, for the second time in the history of the world, humankind will have discovered fire.” –Tielhard de Chardin. “Life is a web of love. Our role is not to break that web, but rather to make it stronger.” – Dr. Jack McConnell. The web of love is the foundation for building a fulfilling career.

Song by Beth Nielsen Chapman - How We Love
https://www.youtube.com/watch?v=4pTDQe_h8Hc

*Life has taught me this:
Every day is new, and if anything is
true,
All that matters when we're through
Is how we love.
Faced with what we lack, some things fall
apart.
But from the ashes, new dreams start,
All that matters to the heart is
How we love.
How we love.
From the smallest act of kindness,
In a word, a smile, a touch.
In spite of our mistakes, chances come again.
If we lose or if we win, all that matters in the end
is how we love.
How we love.
I will not forget your kindness
When I needed it so much.
Sometimes we forget, trying to be so strong
In this world of right and wrong,
All that matters when we're gone,
All that mattered all along,
All we have that carries on,
Is How We Love.*

Story from Washington DC shared by Dr. Benson.

I hailed a taxi. The driver was an African American woman – one of the most outgoing, affirmative, caring human beings I had ever met. I learned about her life and philosophy why she loved so much doing what she did. She learned about mine. At the end of the ride, she said, “Have a great life.” I remember thinking how neat that was. Most of us say, “have a great day.” She said, “Have a great life.”

Gun Violence Task Force - Dr. Ilana Rosman

Overview of Gun Violence with background statistics. Docs vs. Glocks case in Florida which which pitted doctors' right to free speech against gun owners' right to privacy. Research on gun violence is lacking

– not much is happening due to the Dickey amendment. Research funding is less than \$100,000 a year. Gun violence kills 13,000 people a year. This is a public health problem. Many organizations are now involved in this issue – AAP, DFA, APHA, AMA, AMWA.

The AMWA Gun Violence Task Force Mission Statement: “As women physicians at all stages of our medical careers and with a range of specialties and recognizing the significant impact of gun violence on communities throughout the country and the considerable repercussions of gun violence on the medical system, we have created the American Medical Women’s Association Gun Violence Prevention Task Force...

- To encourage the treatment of gun violence as a public health issue, including support of increased funding for research into gun violence and prevention strategies from both governmental and private sources
- To defend the right of physicians to discuss gun violence with patients and to educate physicians in the appropriate manner in which these discussions may occur
- To uphold the right of medical schools and teaching hospitals to restrict weapons on campus and in sensitive areas.
- To represent the American Medical Women’s Association to National Gun Violence Coalitions who are working on gun violence specifically from the standpoint of public health and medicine

Twitter: @AMWAGVTF. Facebook: American Medical Womens Association Gun Violence Prevention Task Force.”

Advocacy - Monthly calls with DFA and Center for American Progress (CAP). The Chairs update the task force on national campaigns. They engage in letter writing campaigns re: End the ban on CDC research, social media campaigns, Facebook and Twitter feed.

Community engagement – comprehensive list of organizations involved in GVP.

Resource library of academic and lay papers

Education and student outreach. Membership groups at FSU, FAU, UI, Emory,

WUSTL. Plan 1-2 events (lunchtime talks, panels, etc). Dr. Rosman has developed a first year med school course at WUSTL – pilot program. The goal is to present at the AAMC regional meeting in the spring. They are also working on a study regarding efficacy. The survey has been IRB approved. They are also looking at the incorporation of gun violence education into other areas of medical education--pre-clinical, clinical clerkships, GME, etc.

The task force has 25 active members – faculty, students (premed and med)

AMWA Commendation Letter – Dr. Rohr-Kirchgraber

Dr. Rohr-Kirchgraber reminded everyone about the AMWA Commendation letter which can be found [here](#).

Suicide Prevention – Dr. Rohr-Kirchgraber

The task force has developed an IRB approved 10-question survey to be sent to all female physicians affiliated with AMWA, Indiana chapter of AAP and Indiana physicians of IU Health care and female physicians of San Antonio. Grant for this work from the WPC – AMA. Questions include - how did credentialing issues affect your ability to get treatment? Plan for pilot study and presentation of data at the AMA and AMWA meetings. Goal: to remove language and questions about psychiatric treatment that might pose barriers for physicians to seek and get care.

Maternity Leave – Dr. Rohr-Kirchgraber

The task force has joined with CLASP – a national organization focusing on paid maternity leave. The task force has been promoting activities to raise awareness of the need for better policies concerning maternity or family leave. The goal is for AMWA leaders in different regions to do a letter writing campaign to local legislators.

Confidential Interview – Dr. Rohr-Kirchgraber

AMWA is partnering with the Federation of Medical Women in Canada to raise awareness of the importance of the confidential interview to be able to adequately treat the patients. Don't ask the patient if they would like their partner in the room. Every patient over 12 should have a confidential interview so that you can learn more about what is going on.

American Women's Hospitals Service (AWHS) – Dr. Newman

Dr. Newman presented the work of AWHS – AMWA's charitable arm that extends AMWA reach globally. AWHS will celebrate its centennial in 2017. AWHS supported two clinics last year and also supports two student travel grants. Dr. Newman shared AWHS Postcards from the Field which is also posted in the AMWA website and Newsflash. Dr. Newman encouraged donations to AWHS in honor of the AWHS Centennial.

Preventive Medicine Task Force –Dr. Connie Newman

Dr. Newman shared an obesity slide deck for healthcare providers to give talks in their medical communities. This is in development and will be shared with AMWA leaders when it is ready. Another project is a healthy cookbook, an idea by Ashley Crayer. This is targeted to people who live in food deserts. We are putting together recipes that require only simple ingredients. We will list carbohydrates, etc. as well as minerals per serving. We hope to publish the cookbook on-line and distribute it to people who need it.

Fellowship Committee - Dr. Newman

Dr. Newman shared information about the AMWA Fellowship and the newly designed fellowship pin. Fellows from other medical associations can apply through a fast track program.

Gender Equity Task Force - Dr. Gebhard

The Linda Brodsky Student Essay Contest is being held again this year. GETF's Paper on bullying will be published by the Journal for Women's Health. Sheryl Sandburg has been invited to be the Linda Brodsky Memorial Lecture speaker, and we are waiting for a response. There will be a Fun Run in Buffalo. The committee is looking for a student to help with research. Funds from the Linda Brodsky Memorial Advisory Fund have been deposited into a new Schwab account which will be managed pro-bono by one of Dr. Brodsky's friends.

Culture of Integrity Task Force – Dr. Templeton

Dr. Templeton shared information on this committee to help improve the culture of the working environment in healthcare – problems with bullying, etc.

Archives Committee – Dr. Chin shared report.

The archives committee is collecting biographies of women physicians to send to the Drexel archives. Biographies may be sent to Dr. Mary Guinan. Brief biographies should include: name, year and place of birth, medical school and year of graduation, residency training, specialty, practice location, research, and/or academic work, special interest and/or achievement, family and hobbies, leadership roles, including AMWA leadership roles and a photo.

Mentorship committee – Dr. Chemen Tate and Allie Brown.

Most of the committee's work has been at the national meeting. The committee has led sessions to teach members how to mentor and how to expand their idea of mentorship. The committee has also put on various webinars which are now posted on the website. The plan is to develop a two-year

curriculum. These webinars are archived on the AMWA Website. The committee will continue the following programs at the annual meeting - Speed Networking (expanded to students), the networking nook, How to Network session, and mentorship breakfast. New suggestions - a writing workshop.

Mentorship database – More mentors and admin help is needed.

Dr. Tate has created a cohort series regarding utilization of academic resources. Many first generation or women of color don't know about these resources. So this seminar series is to help them in this area. The first meeting is a values setting session that Dr. Helane Fronck helped create in which attendees develop a personal mission statement. The second session is a natural ability session to see what they are good at. Are they in a good fit currently? The third session – homework. Look at mission, current situation and what they are good at. Put it all together using the SMART method for goal setting. The final session is with a panel of people who have done things in a non-traditional way and how they have used scholarship to be promoted on the academic track. The goal is to measure retention. Look at high self efficacy and whether that leads to higher retention rates. Dr. Tate would be interested in launching this program at an annual meeting.

Studio AMWA website - Dr. Karen Poirier Brode

Dr. Karen Poirier-Brode shared the Studio AMWA webpage. She encouraged members to submit their art work. Studio AMWA is looking to expand into music and a possible musical theme with a montage set to music at the annual meeting. The newest initiative is an art project related to the white coat with a display of white coats at the annual meeting. They are working on notecards, posters, etc. The committee will have activities at the meeting as they did last year to promote art and reflection. The artist in residence application opens mid-Nov.

Social Media - Laura Gardner

More students are needed for this committee who are dedicated to growing AMWA's social media platform - Facebook, Twitter, Instagram, and Periscope. #AMWAInterim16.

JAMWA – Dr. Suzanne Harrison

Dr. Harrison presented the FSU proposal for JAMWA and the annualized budget for one issue per year. The focus of the journal will be women in medicine, women's health, and careers for women in medicine. This initiative will be spearheaded by the AMWA Editorial Board.

PATH (Physicians Against the Trafficking of Humans) – Dr. Suzanne Harrison

PATH has been busy in the past few years. The PATH student leaders have started a monthly newsletter. Upcoming trainings will be held in Miami (sponsored by the Southern Florida Hospital Association) and Atlanta, Georgia. Kaiser donated \$5000 to help fund training. Dr. Harrison discussed a recently published article by PATH leaders. AMWA has formally partnered with HEAL on trafficking training. PATH will be featured in the exhibit at the AAP meeting. Dr. Tate suggested a presentation at the ACOG meeting.

Program Committee –Dr. Eliza Chin

Next year's meeting will be in San Francisco March 31-April 2, 2017. The speaker subcommittee is finalizing speakers and agenda. Any committee with special needs for the conference, please contact Dr. Chin or Dr. Xi so that they may be incorporated into the agenda before it is finalized. Registration will open later this month. AMWA Highlights video from last year's meeting can be found [here](#).

Breast Cancer Task Force – Dr. Sandhu

The task force is working on a paper on breast cancer disparities.

Membership Committee – Dr. Nicole Sandhu

More members are needed for this committee, particularly a resident co-chair. There is a real need for physician members. Helping the pipeline will be important. The committee would like to get the regional governors empowered and invigorated. Dr. Anne Hake, a new regional governor, attended the AMWA Interim Meeting.

Student Division Report – Samia Osman

- Student Faces of AMWA – to reconnect with past AMWA student leaders. Kia – the secretary is drafting the letters. This allows them to talk about what they are doing and then students are able to contact them. In return, they get a free membership.
- Sex and Gender Specific Medicine – AMWA Student leaders are working within their medical schools to raise awareness about this important issue.
- Student Patagonia jackets were a big success. There is an opportunity for additional orders.
- The student recruitment packet is now electronic and includes a description of each committee and general information. The membership promotion is \$50 until Sept 30 and each branch gets \$10 back (50% as a credit for the AMWA conference fee or merchandise).
- Student branches are helping to promote the Surgeon General’s Turn the Tide Campaign.
- The menstrual equity group is working with groups who advocate for free menstrual products in all restrooms. Branches are encouraged to advocate for this in their community.
- The abstract submission link for the Annual Meeting is now live.

Regional Meetings

Region 1 – Oct 29

Region 2 – Nov 6

Region 3 – Oct 29 Johns Hopkins

Region 4 - Oct 8 FSU

Region 5 - pending

Region 6 – Oct 6

Region 7 – Nov 12

Region 8 - pending

Region 9 – merging with Annual

One requirement at these regional conferences is to recruit physician members. The membership committee will give grants to help support these events.

- New branches have plateaued, so we are recruiting the new medical schools.
- Committees have begun forming branches at schools, but these need to be within the existing AMWA branch.
- The issue of national membership and the importance of one tier membership was discussed.

Pre-med Division – Samia Osman

The Premeds have started a programming book and have been active in planning the conference. Their global health chair has made a video to help recruit members. The link to the video is [here](#).

Residency Division – Dr. Cecchini (via e-mail)

The residency division is looking for a new ARQ leader. They are looking for more active branches and working on a potential collaboration with ElderImpact as well as with Kathy Shorr, founder of [SHOT](#).

Management Company Change – Dr. Chin

Weiser will be our new company starting October 17. We will be with DMG until Oct 31 for a 2-week overlap.

Website

Website changes are needed. We can use more student leaders to help with the website.

New Initiative – Career Transitions and Re-Entry (CPR) – Dr. Templeton

Dr. Templeton proposed a new initiative: Career Transitions and re-entry (CPR). She and Dr. Anne Walling will be setting up focus groups to do a qualitative study on women as they near retirement to understand what the issues are. They will be reaching out to physician leaders and others who may have an interest in this area.

Sunday – September 18, 2016

Implementation of Ideas from 2015 Interim Meeting – Dr. Connie Newman

MISSION

The American Medical Women's Association empowers women to lead in improving health for all within a model that reflects the unique perspective for women

VISION

The American Medical Women's Association is an organization which functions at the local, national and international level to advance women in medicine and improve women's health.

We achieve this by providing and developing leadership, advocacy, education, expertise and strategic alliances.

Topic 1 Women's Health

Goal: Expand the role of AMWA in Women's Health: expanding the definition beyond reproductive health to all conditions that differentially impact women

Strategies:

- Engage national platforms already in progress to increase outreach
- Raise the bar for valuing and accepting research along the expanded definition
- Identify organizations/institutions not accepting/being involved in the expanded definition

Topic 2 Empowerment of Women in Medicine

Goal: enhance women leadership and community

Strategies:

- increase awareness of women leaders in medicine
- Increase awareness of awards that exist; increase female applications
- Increase awareness of what women are doing through AMWA newsletter

Goal: enhance women leadership and community

- Identify and promote/improved institutional models that support female work/life balance
- Increase unconscious bias education and training

Idea: Partner with Be More America for training in unconscious bias

Idea: Campaign I AM (social media) - Promote the task of removing from our

conversations certain words that do not put a person in a positive light. Examples: I am JUST A ---, I am SORRY FOR—Create vignettes of some scenarios and provide examples of how to handle these situations, including how to handle negative comments. The student division to lead this campaign. Dr. Rohr-Kirchgraber will modify her Negotiating the Divide program to address this issue. Dr. Templeton and Dr. Harrison will work on a webinar teaching young women on how to talk or present themselves.

Idea: Slogans have been suggested by Dr. Manveen Saluja: I will do it, I can do it, Voice of women physicians for women's health – We will do it, Women physicians for Global Health, women physicians for women's health, MDWomen for women's health, WomenMD for women's health. Dr. Chemen Tate suggested: I Got This. Or We

Got This. (Spin off could be She's Got This. – but decision was not to use the pronouns). There was discussion of a T-shirt, discussion of creating a campaign for people to send in submissions. The group was in favor of "I Got This." #I Got This. #AMWA #We Got This. #AMWA. The student division will help lead this initiative.

Topic 3. Community and political influence

GOAL 1 : Voice for women physicians in the community

- Increase awareness of AMWA by attending local meetings
 - Encourage our members/leaders to be the voice for AMWA;
Plan: Prepare materials for people who are representing AMWA so that they have printed brochures/postcards and an elevator speech.
- Partner with local organizations, local governments to increase representation of women.
Plan: Partner with local organizations, local governments to increase representation of women.
- Partner with clinics to do health awareness day (Women's Health Week), partner with schools to do career day, outreach during Women in Medicine Month.
Ideas: Increase PR efforts within AMWA.

GOAL 2: Voice for women physicians nationally

- Encourage AMWA members to run for political office
Idea: Ask a women physician who has run for office to write a story in NewsFlash or something that we can post on website. Partner with the Rutgers group to provide resources.
- Train physicians to be advocates.
Advocacy Committee needs more physicians.
- Create mechanism in organizations to get women to lead committees.
- Re-institute letter writing campaigns to newspapers and other venues as an "AMWA member"
- Recruit more physicians for the AMWA fellowship
- Re-institute Advocacy Day in DC.
- Form a Legislative Outreach Committee. Do more letter writing campaigns. AMWA will engage a letter writing platform on a 3-month trial basis.

What relevancy does AMWA have on the national scene?

- Equal pay
- Reproductive health
- Gun control – for domestic violence
- Human trafficking
- Disease prevention
- Obesity as a disease

Committees should send in reports to highlight their work

Topic 4 Finance

Goal: Increase active revenue

Topic 5: Membership

The Membership committee will be discussing various ways to increase membership, increase the formation of branches, promote lifetime membership, and create more membership incentives. Many women physicians/residents/students are unaware of what AMWA is or does. *Ideas were discussed regarding a marketing campaign.* Dr. Fattah suggested an initiative like Did You Know – so people can know what AMWA is doing.

SAVE THE DATE - Next year's interim meeting – Sept 15-16, 2018 – Kansas City, hosted by Dr. Templeton.