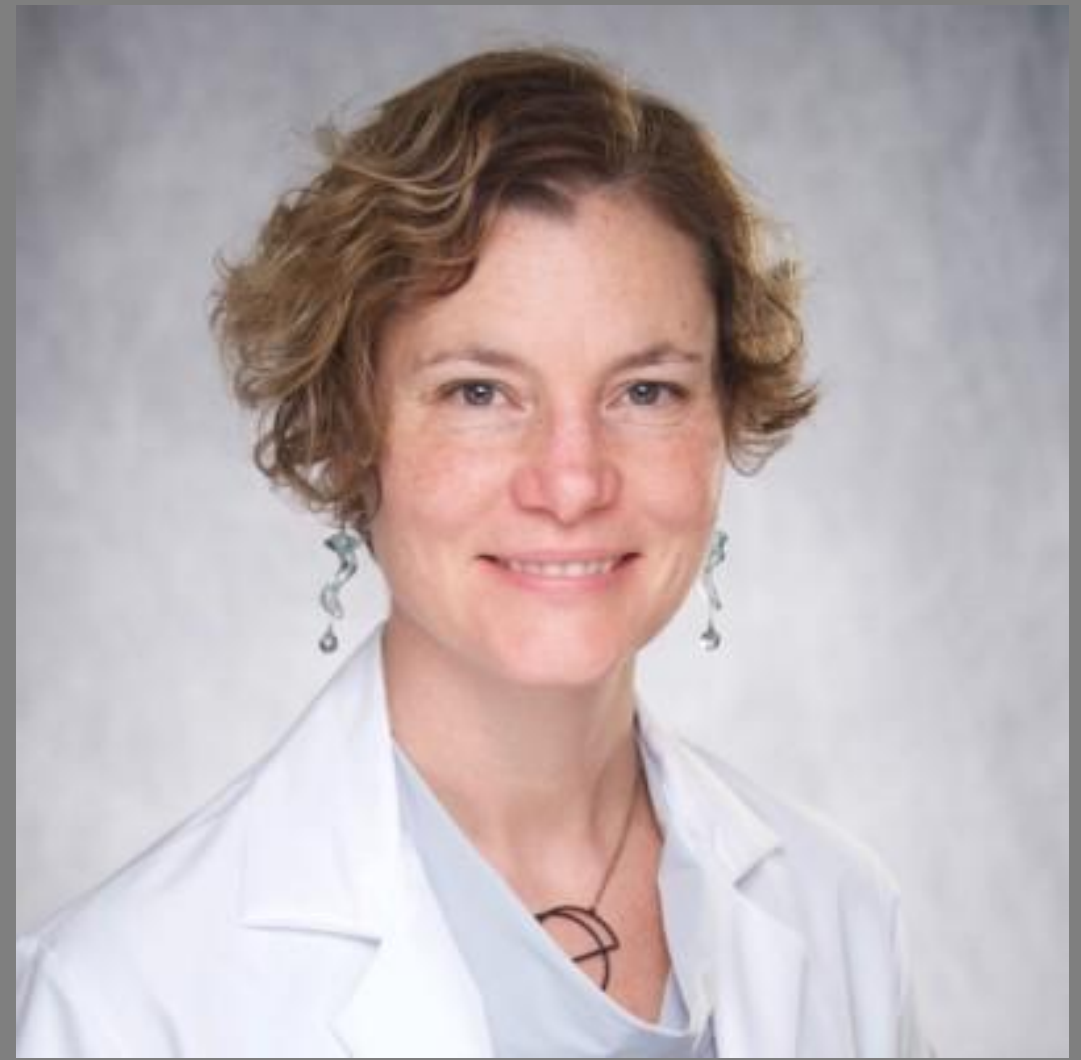


# WELCOME





Dr Meredith Englander  
Past President AAWR  
Medical Director, Interventional  
Radiologist, Professor of Radiology



Dr Sarah Averill  
Vice Chair of Wellness and  
Engagement  
University of Rochester



“Diversity is value  
founded on  
acceptance and  
respect, recognizing  
that each  
individual is unique  
and contributes to  
the wealth of all.”

## ACR DIVERSITY REPORT 2019:

# Excellence Through Diversity & Inclusion

**Katarzyna J. Macura**

Professor of Radiology, Urology & Oncology  
Johns Hopkins University School of Medicine,  
Baltimore, USA.



**ACR**<sup>®</sup>  
AMERICAN COLLEGE OF  
RADIOLOGY

QUALITY IS OUR IMAGE



# WOMEN IN RADIOLOGY

ELEVATE. SUPPORT. EMPOWER. TRANSFORM.  
A GLOBAL MOVEMENT FOR TODAY AND TOMORROW



## THEMES / MOTTO OPTIONS



**ELEVATE. EMPOWER. EXCEL.**  
Raising voices. Advancing futures.



**INSPIRE. EDUCATE. LEAD.**  
Igniting potential. Shaping the future.



**SUPPORT. NURTURE. THRIVE.**  
Stronger together. Brighter together.



**ADVOCATE. PROMOTE. PROGRESS.**  
Championing women in radiology.



**UNITED GLOBALLY.  
IMPACTING LOCALLY.**  
One vision. Limitless potential.



**TODAY'S SUPPORT.  
TOMORROW'S LEADERS.**  
Mentor. Sponsor. Empower.

EMPOWERING WOMEN IN RADIOLOGY. TRANSFORMING THE WORLD.

ELEVATE | SUPPORT | NURTURE | ENCOURAGE | ADVOCATE | EDUCATE | PROMOTE | SPONSOR

Role Models

Mentorship

Allyship

Sponsorship

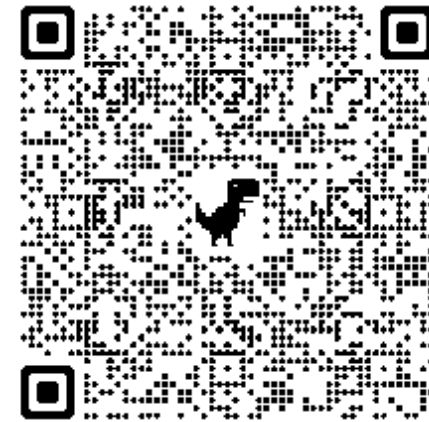
Leadership



[Libby VanderPloeg](#)  
[@libbyvanderploeg](#)

Support

# Women in radiology: gender diversity is not a metric—it is a tool for excellence



Rahel A. Kubik-Huch<sup>1</sup>  • Valérie Vilgrain<sup>2,3</sup>  • Gabriel P. Krestin<sup>4</sup>  • Maximilian F. Reiser<sup>5</sup> • Ulrike I. Attenberger<sup>6</sup> • Ada U. Muellner<sup>7</sup>  • Christopher P. Hess<sup>8</sup>  • Hedvig Hricak<sup>7</sup> 



# UK Radiology



- 4,699 Radiologists (7 rad/100,000)
- 25% “International Graduates”
- 42% Women

60% medical  
students women  
(2025/6)

## General Medical Council

[Registration and licensing](#) ▾

[Professional standards](#) ▾

[Education](#) ▾

[Concerns](#) ▾

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[Home](#) > [News](#) > [News archive](#) > [More female than male doctors for first time ever in the UK](#)

## More female than male doctors for first time ever in the UK

328k MD

🕒 Published 6 March 2025

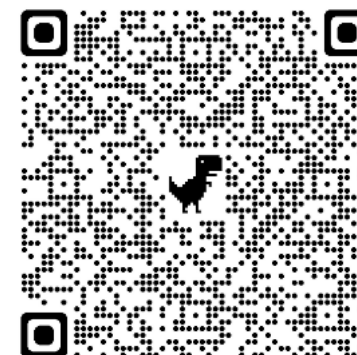
## Review of the gender pay gap in medicine

“... pay penalties, especially relating to non-basic pay additions, such as CEAs (clinical excellence awards)....”



Men >> Women

18%



# Parental Leave / Pay



- 52 weeks **maternal** leave
- Paid 39 weeks

90% 6 weeks

£194.32 / week rest

## Shared:

- 50 weeks leave
  - 37 weeks paid leave
- £194.32

- 2 weeks **paternal** leave (paid)
- £194.32 / week or 90% ave salary (lower)

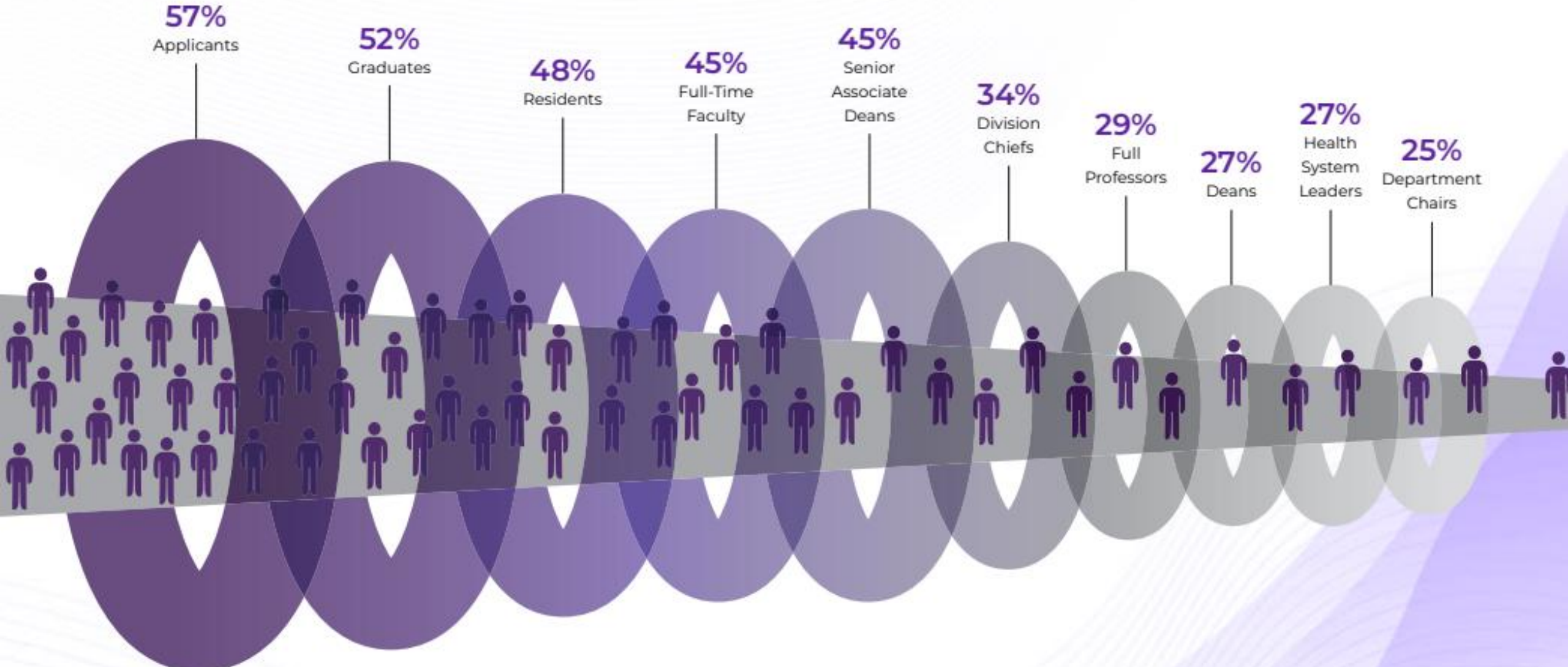
\*Median weekly earning £766.60

Typical mortgage £369

Typical rent £271

Typical food shop (x4) £166

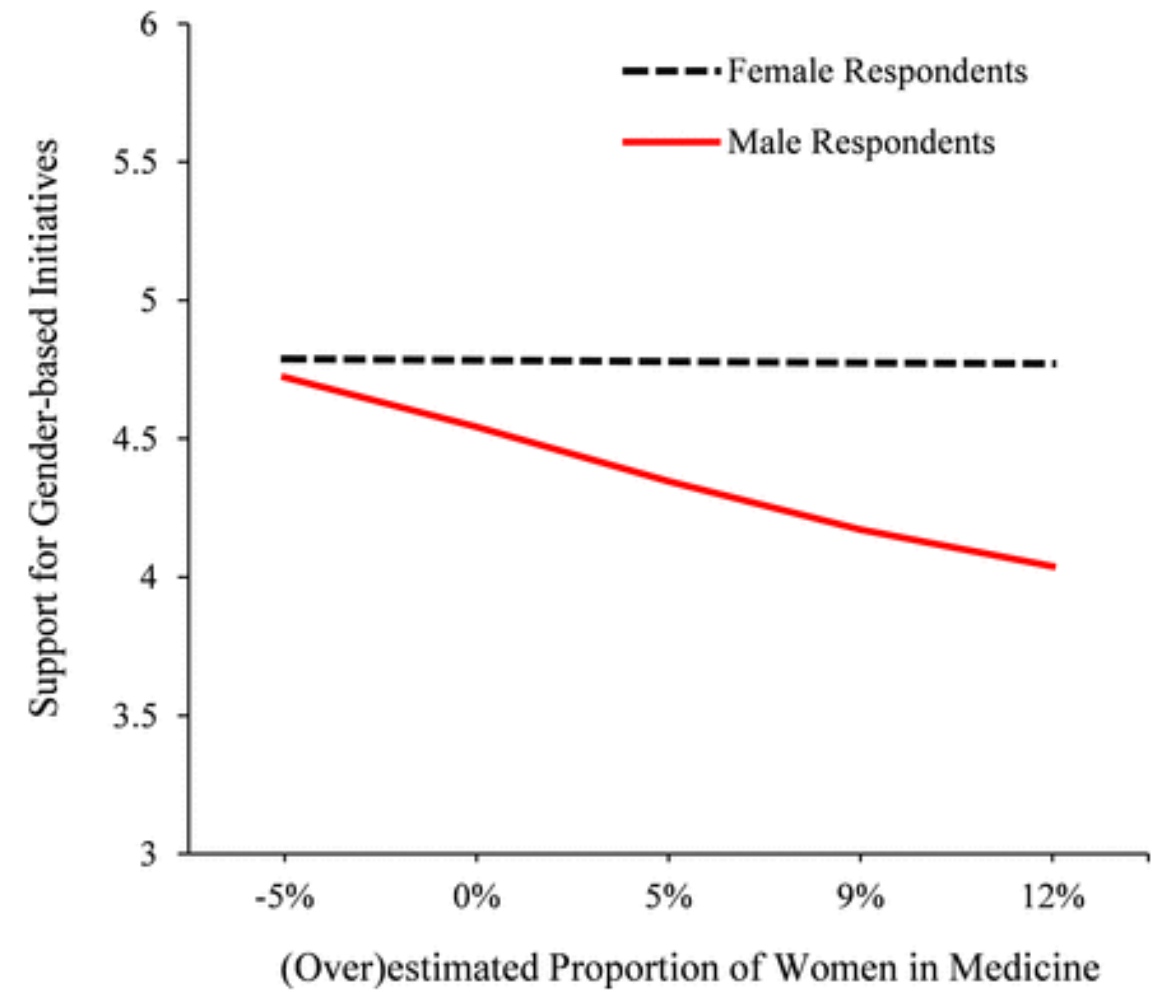
Figure ES-1. Representation of Women in Academic Medicine, 2023-2024



# BMJ Open Overestimating women’s representation in medicine: a survey of medical professionals’ estimates and their (un)willingness to support gender equality initiatives



“ By comparison, **male respondents’** tendency to **overestimate** the proportion of women in medicine predicted significantly **less support** for gender-based **initiatives**”



# Global Gender Gap Report 2025

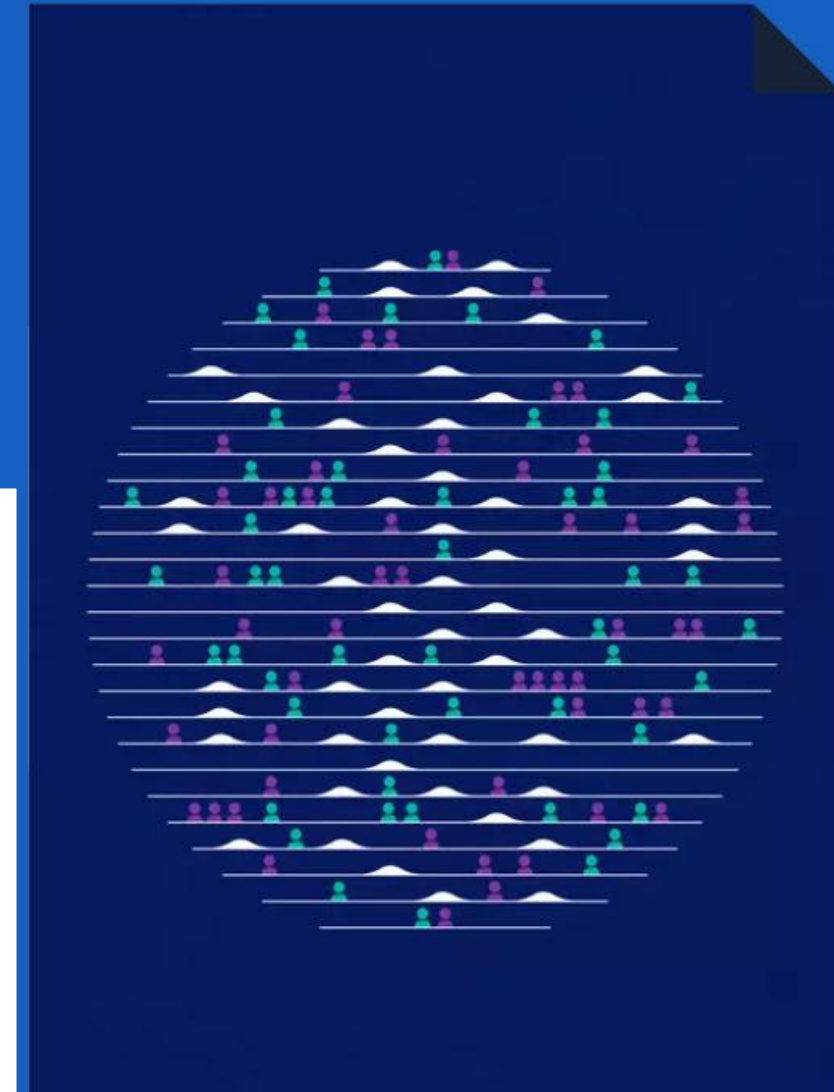
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2020

99 YEARS

2025

162 YEARS



EDUCATIONAL PERSPECTIVE · Volume 32, Issue 10, P5679-5680, October 2025

# A Morally Distressed Radiologist: In Her Own Words

[Richard B. Gunderman, MD, PhD](#) 

[Affiliations & Notes](#)  [Article Info](#)  [Linked Articles \(1\)](#) 

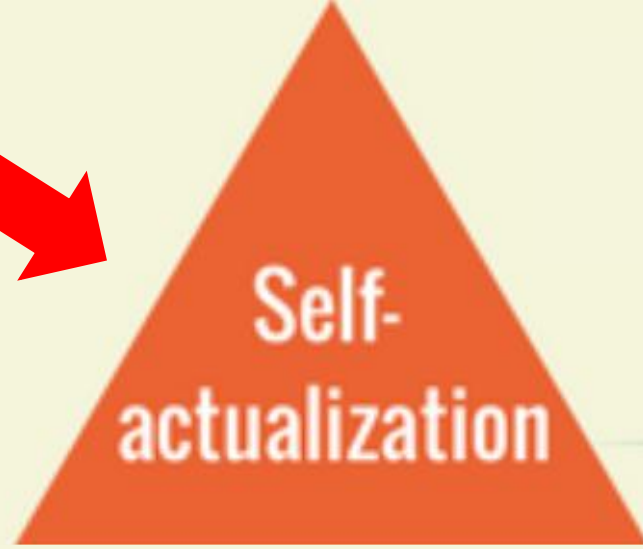


Educational Perspective

## Why Radiologists Quit: A Narrative Approach

Richard B. Gunderman, MD PhD





**Self-  
actualization**



**Achieving one's full potential**

**(Optimised patient outcome)**

► J Gen Intern Med. 2000 Jun;15(6):372–380. doi: [10.1111/j.1525-1497.2000.im9908009.x](https://doi.org/10.1111/j.1525-1497.2000.im9908009.x) 

## **The Work Lives of Women Physicians**

Results from the Physician Work Life Study

[Julia E McMurray](#)<sup>1</sup>, [Mark Linzer](#)<sup>1</sup>, [Thomas R Konrad](#)<sup>3</sup>, [Jeffrey Douglas](#)<sup>2</sup>, [Richard Shugerman](#)<sup>4</sup>, [Kathleen Nelson](#)<sup>5</sup>;

for the SGIM Career Satisfaction Study Group<sup>\*</sup>

Sexual Harassment  
Burnout  
Pay Gap  
Opportunities

# THE DRIVERS OF BURNOUT

OPERATIONS AND FINANCE / OCTOBER 22, 2021



## Maslach's Drivers of Burnout :

1. Values Conflict
2. Absence of Fairness
3. Breakdown of Community
4. Lack of Control
5. Work Overload
6. Insufficient Rewards



[PRACTICE MANAGEMENT](#) > [PHYSICIAN HEALTH](#)

# These 9 physician specialties report highest burnout rates

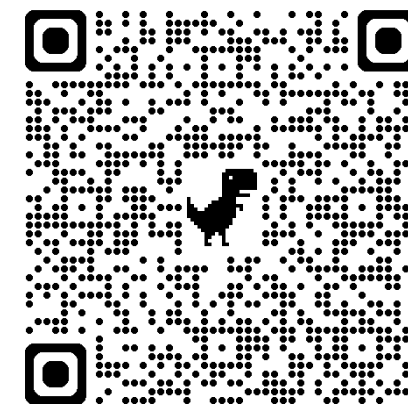
Burnout rates are falling overall, and even some hard-hit specialties improved. But AMA exclusive data shows differences across physician specialties remain.

By [Sara Berg, MS](#), News Editor 

Apr 16, 2026 | 7 Min Read

For the most stressful medical job in 2025, the highest percentages of burnout occurred in nine physician specialties. They are:

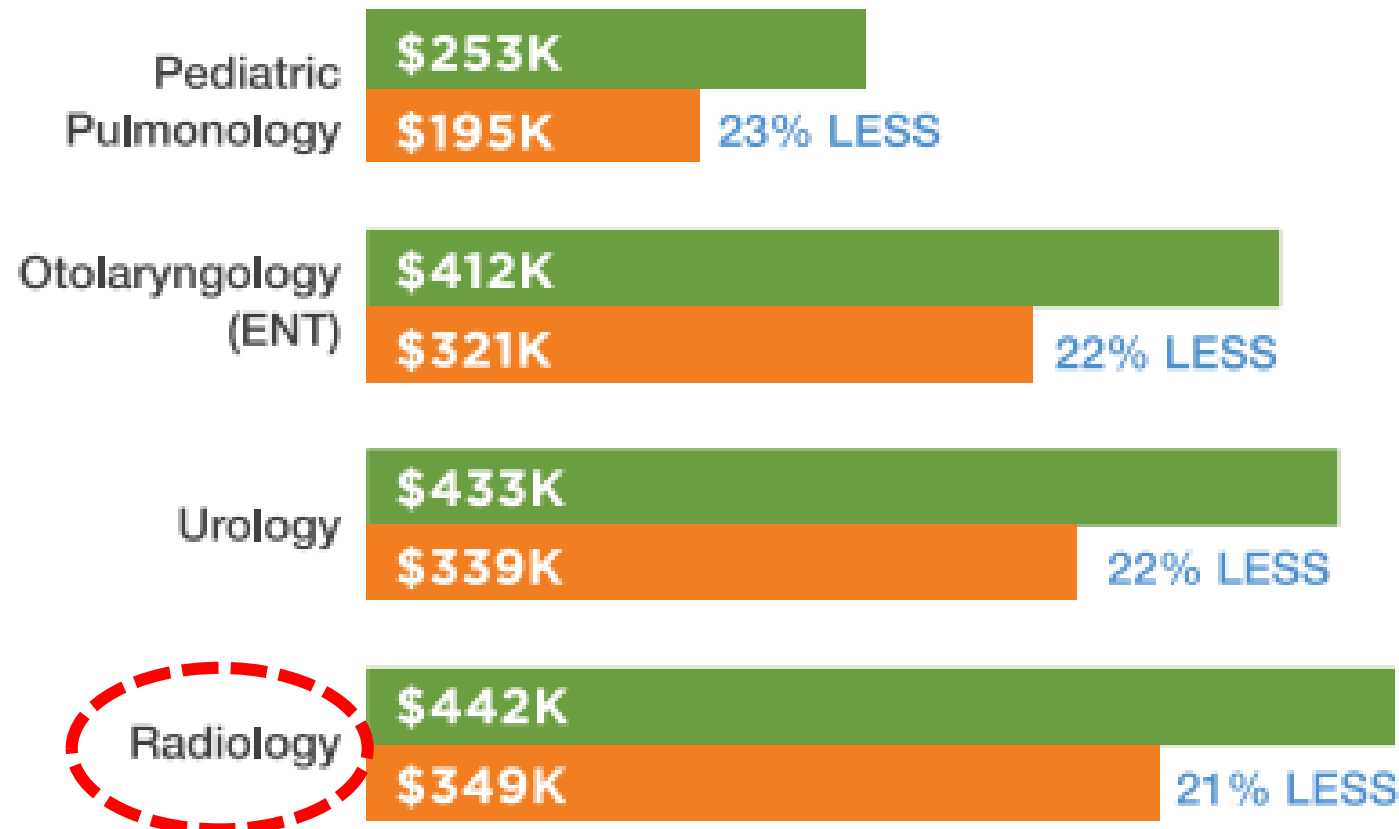
- Emergency medicine: 49.8%.
- Urological surgery: 49.5%.
- Hematology/Oncology: 49.3%.
- Obstetrics and gynecology: 45.7%.
- Radiology: 45.2%.



# Equal pay for equal work in radiology: Expired excuses and solutions for change

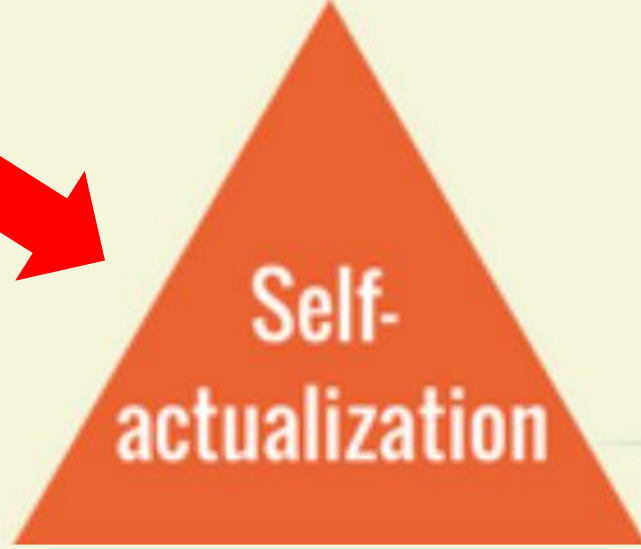
Renu Pandit<sup>a 1</sup>, Laura E. Minton<sup>a 1</sup>, Elainea N. Smith<sup>b</sup>, Lucy B. Spalluto  
Kristin K. Porter<sup>b</sup>   

Medical specialties with the **LARGEST** wage gaps  
between **MEN** and **WOMEN** in 2018



2022



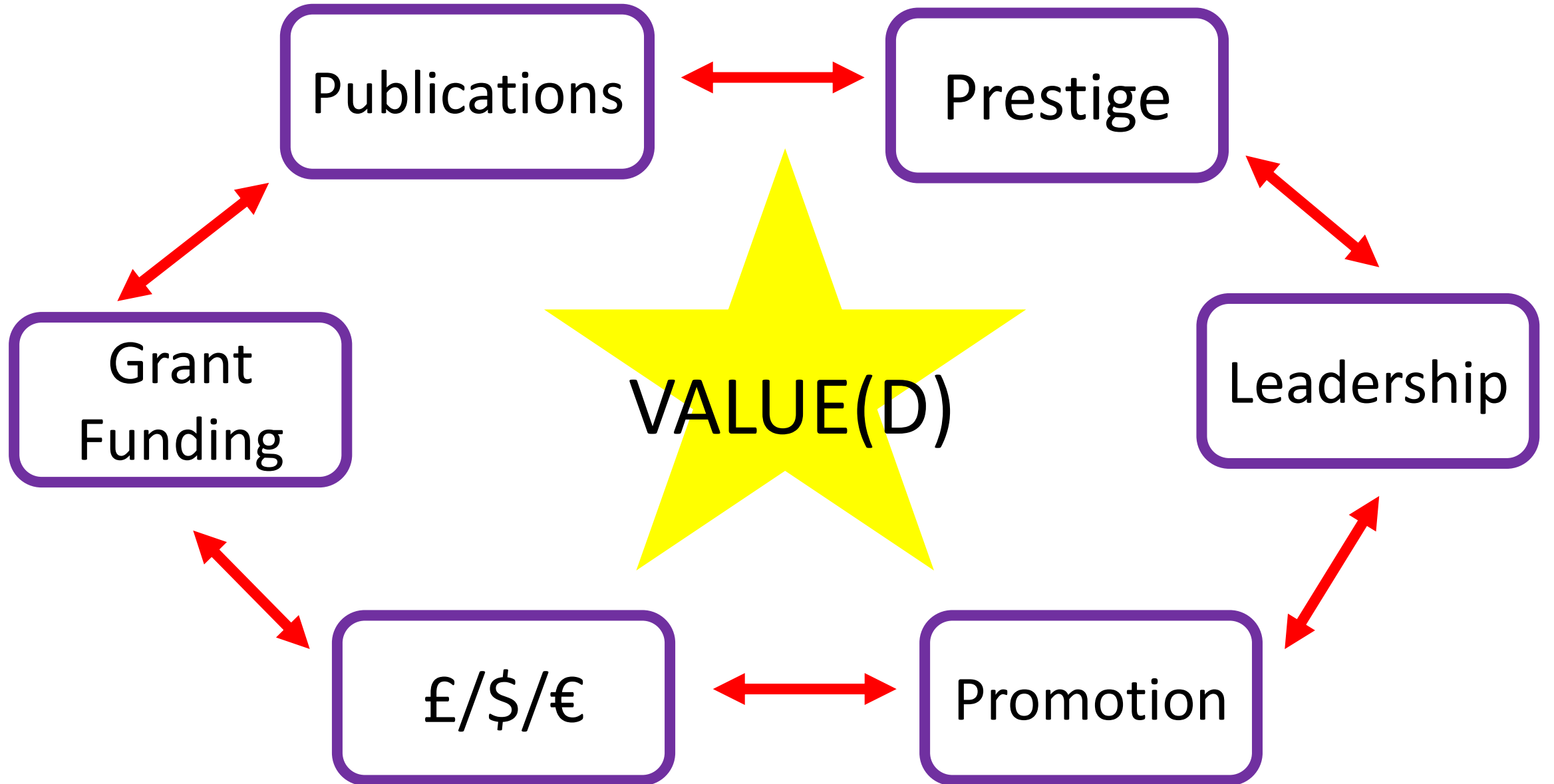


Achieving one's full potential

(Optimised patient outcome)

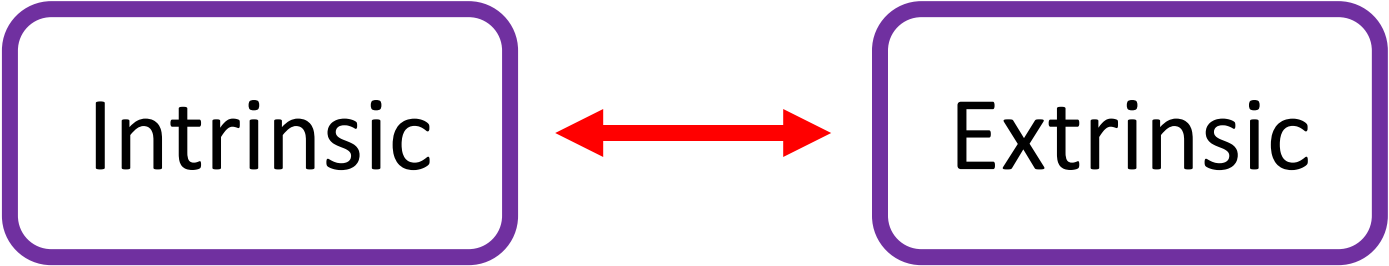
# MASLOW'S HIERARCHY OF NEEDS







VALUE(D)



Intrinsic

Extrinsic

TIME

IDEAS

HEALTH

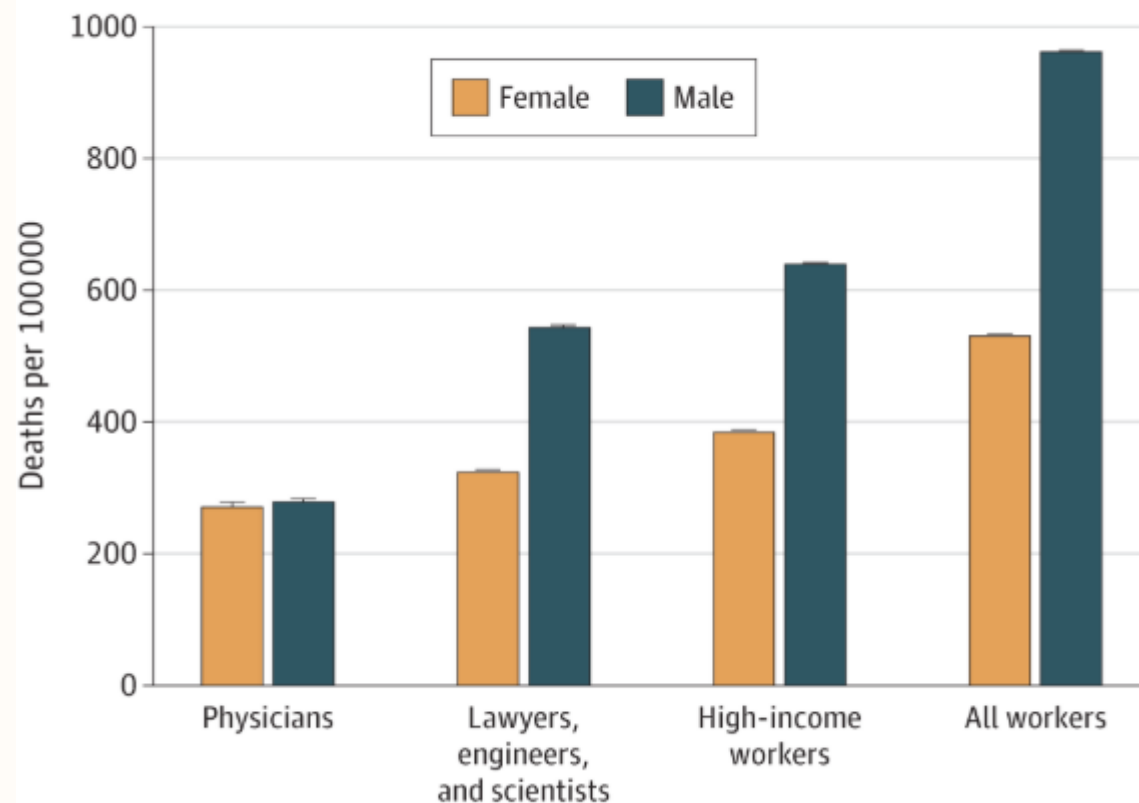
# Women Live Longer Than Men—But Not in Medicine

ADD TIME ON GOOGLE

by [Christopher M. Worsham](#) and [Anupam Jena](#)

MAR 7, 2025 3:58 PM GMT

A Deaths per 100 000



# A Life Well Lived

---



## Unfolded self and life

Embracing who we are.  
Continuing to grow,  
learn and evolve.



## Worthwhile life

Living with purpose  
and values. Finding  
meaning in what  
matters most.



## Positive impact and legacy

Making a difference  
that extends beyond  
ourselves. Inspiring  
and uplifting others.



# A good life...

Not a self-centered life.



Volunteering  
Spirituality  
Financial Stability  
Education  
Positive Childhood  
Experience

Helping others, passing on one's experiences, or making a difference in one's environment—which can happen on a small scale—provides people the feeling that their lives matter.

The beauty of this concept is that one can make a positive difference in another person's life regardless of age or resource



Original Investigation

# Commensality Initiative: A Survey of Radiologists to Evaluate the Effects of Shared Meals on Burnout and Job Satisfaction

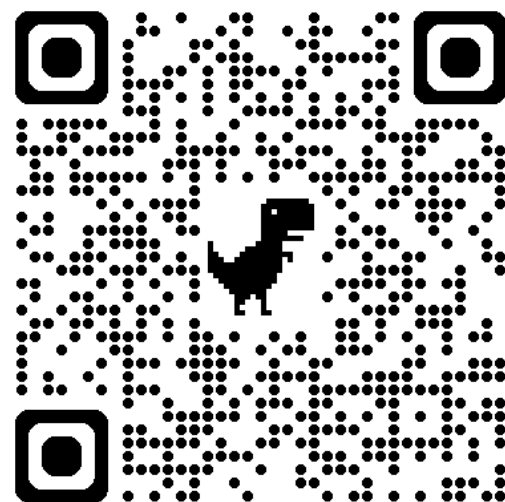
Melissa Reichman MD  , Katerina Dodelzon MD

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<https://doi.org/10.1016/j.acra.2025.11.038> 

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# Themes & Philosophy



Session 1: Excellence & Purpose – Ikigai & Kaizen

Session 2: Leadership & Growth – Shikata ga nai & Gaman

Session 3: Wellness, Thriving, Recovery – Kintsugi

Session 4: Joy, Beauty and Change – Mono no aware

Session 5: Looking to the Future – Shu-Ha-Ri



“You **ARE** somebody”

(Judy Yee, 2018)