

From: AMGA <amga@amga.org>
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To: Christian Sacdalan
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March 2021 Edition

March marks Women's History month, a time to celebrate [successful women](#) who have served as pioneers in science, art, sports, politics, medicine, and more throughout U.S. history. During this month, we also recognize the [history of the 19th Amendment](#) and the courageous suffragettes who fought for a woman's right to vote. Women's History Month serves as an important reminder that women have made many great strides and contributions throughout the history of our nation and that we must continue to strive to create more opportunities for women, especially in the workplace.



This month, let's focus our attention on areas where we can further advance women in leadership within the healthcare industry. Despite a nearly equal ratio of men to women in medical school, women do not reach the same career height as men in health care. For example:

- In 2019, only 19% of hospitals and 4% of healthcare companies were led by women.
- Meanwhile, women represent a significant majority (80% or higher) in positions such as nurses and medical assistants.
- More than half (55%) of nearly 200 hospital and health system executives said women in their organizations have been overlooked due to gender, and nearly two-thirds ranked their development programs for women as fair, poor, or non-existent ([Learn More](#)).

Through activities such as AMGA's Women in Leadership Council, member presentations, keynote speakers, board representatives, and others, we can work together with our members to improve on these statistics, elevating women in our medical groups and health systems nationwide.

Resources of the Month

DE&I Committee March Picks:

- **Article:** Paternity Leave Is Ignored by Corporate America — And That's a Problem for Women ([Learn More](#))
- **Article:** What Is the Pink Tax? (And Are You Paying It?) ([Learn More](#))
- **Article:** Exploring Gender Bias in Healthcare ([Learn More](#))

DE&I Spotlight on Current Events:

- How to Support Asian-American Colleagues Amid the Recent Wave of Anti-Asian Violence ([Learn More](#))
- Stories of Hate in the Asian Community ([Learn More](#)) and Free Bystander Trainings ([Learn More](#))
- 5-Pronged Approach to Stop AAPI Hate ([Learn More](#))

Staff Submissions:

- **Journal Article:** Reframing Implementation Science To Address Inequities In Healthcare Delivery ([Learn More](#))
- **Article:** Mackenzie Bezos Donates \$1.7 Billion to Racial Equality and Other Causes ([Learn More](#))
- **Article:** Compared with Men, Women with Heart Disease More Likely to Report More Treatment and Care Disparities ([Learn More](#))
- **AMGA Articles:** Three articles addressing health disparities and social determinants of health were featured in the February edition of GPJ ([Learn More](#))

Do you have a resource you want to see in the next edition of the *DE&I Digest*? Next month, we'll be discussing sustainability and environmental issues in honor of **Earth Day**! Send resources to DEICommittee@amga.org for review by the DE&I Committee. Please ensure resources submitted are from reputable sources.

Raise Your Cultural IQ!

Did You Know?

All Women's Equal Pay Day is March 24. Equal Pay Day denotes how far into the new year women must work to be paid what men were paid the previous year. For example, on average women working full-time, year-round are paid 82 cents for every dollar paid to a man who works full-time, year-round. Over time, other dates have been added to the calendar to denote that mothers and most women of color face a greater wage gap and need to work even longer to catch up to men's earnings. The 2021 Equal Pays Days are:

- **March 9: Asian American and Pacific Islander (AAPI) Women's Equal Pay Day.** AAPI women are paid 85 cents for every dollar paid to White men.
- **June 4: Mother's Equal Pay Day.** Mothers are paid 70 cents for every dollar paid to fathers.
- **Aug. 3: Black Women's Equal Pay Day.** Black women are paid 63 cents for every dollar paid to White men.
- **Sept. 8: Native American Women's Equal Pay Day.** Native women are paid 60 cents for every dollar paid to White men.
- **Oct. 21: Latina's Equal Pay Day.** Latinas are paid 55 cents for every dollar paid to White men.

[Learn More](#)

Something to Celebrate!

As we celebrate Women's History Month, we'd be remiss if we did not highlight the significance of Kamala Harris being the first woman, the first Black American, and the first South Asian American in the history of our nation elected to the office of Vice President. Harris is a proud graduate of Howard University, one of the nation's preeminent historically Black colleges and universities (HBCUs) and has become a role model for many who can identify with her experiences. As Harris eloquently stated in a speech soon after her election, "I may be the first, but I will not be the last." We hope Harris paves the way for greater representation in the Vice President role for years to come!

[Learn More about Kamala Harris](#)

Questions? Comments? Suggestions? We'd love to hear from you! Email the DE&I Committee at DEICommittee@amga.org. To see previous editions of the *DE&I Digest*, click [here](#).

AMGA
One Prince Street
Alexandria, VA 22314
Phone: 703.838.0033 | Fax: 703.548.1890
[Visit our website](#)

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