

# Dare to be different

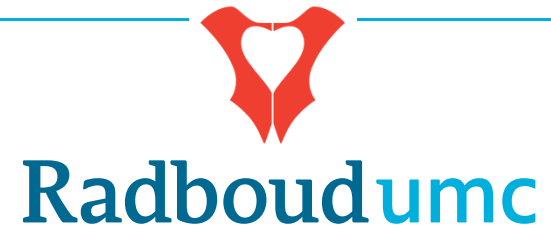


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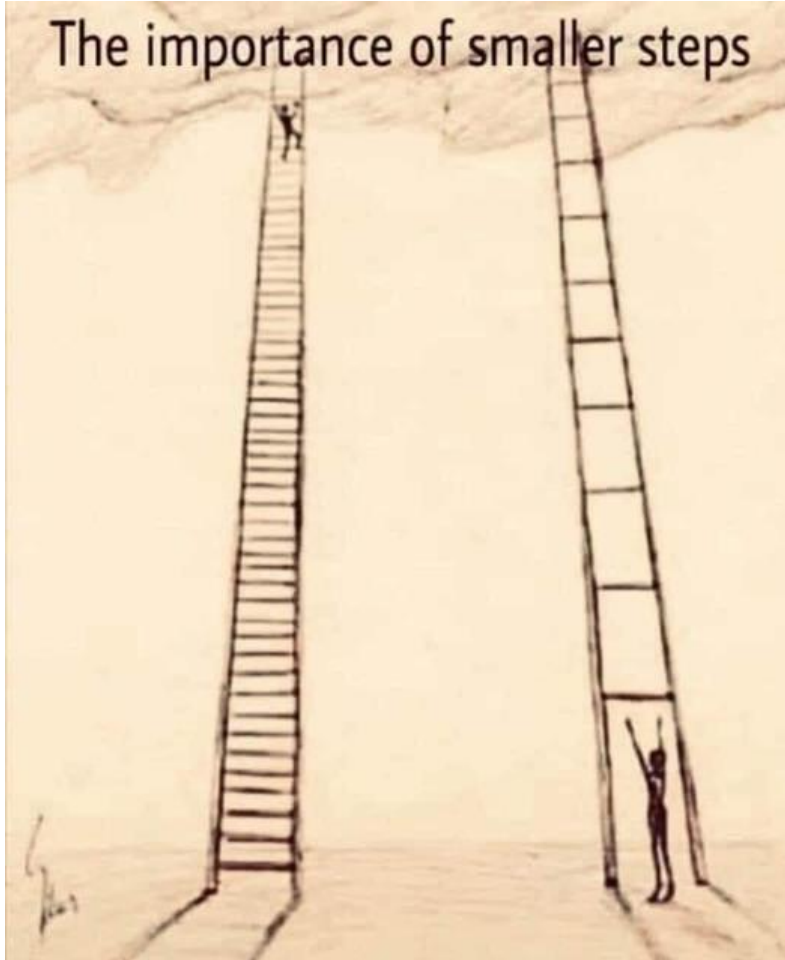
[angela.maas@radboudumc.nl](mailto:angela.maas@radboudumc.nl)

[www.hartvoorvrouwen.nl](http://www.hartvoorvrouwen.nl)

PresVNVA lustrum-Nov2023



## The importance of smaller steps



There is no recipe  
for success



# From 1991 onwards focus on female patients

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**1988** cardiologist

**1991** journey into women's cardiology

**2000** first conference on CVD women in Canada

**2003** outpatient clinic for women (Kampen)



**If there is no way,  
create one**

Sept 2021

"Historically, the anatomy and physiology of bodies with vaginas have been neglected."

See Perspectives page 1124



Debra Malina, Ph.D., *Editor*

## Medicine Is Not Gender-Neutral — She Is Male

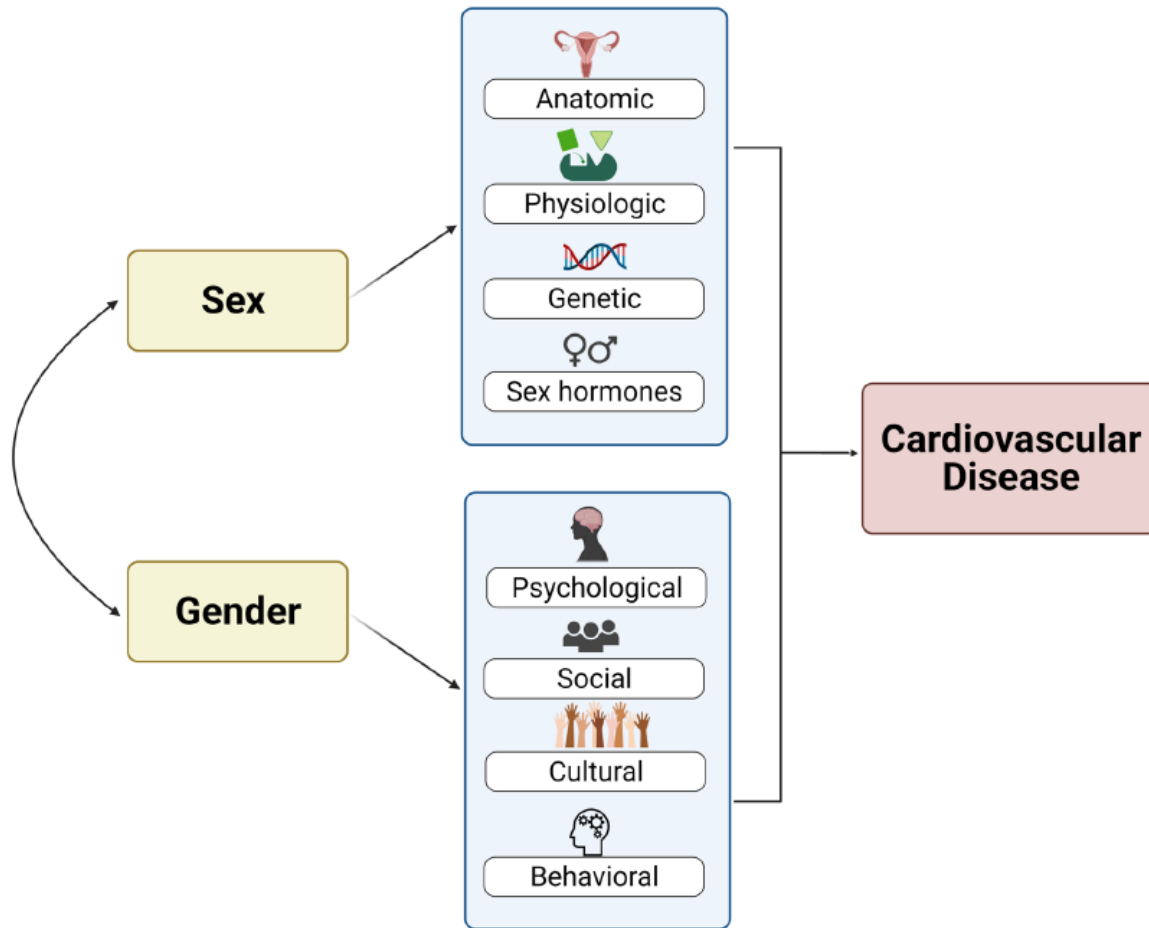
Kiki M.J. Lombarts, Ph.D., and Abraham Verghese, M.D.

March 2022

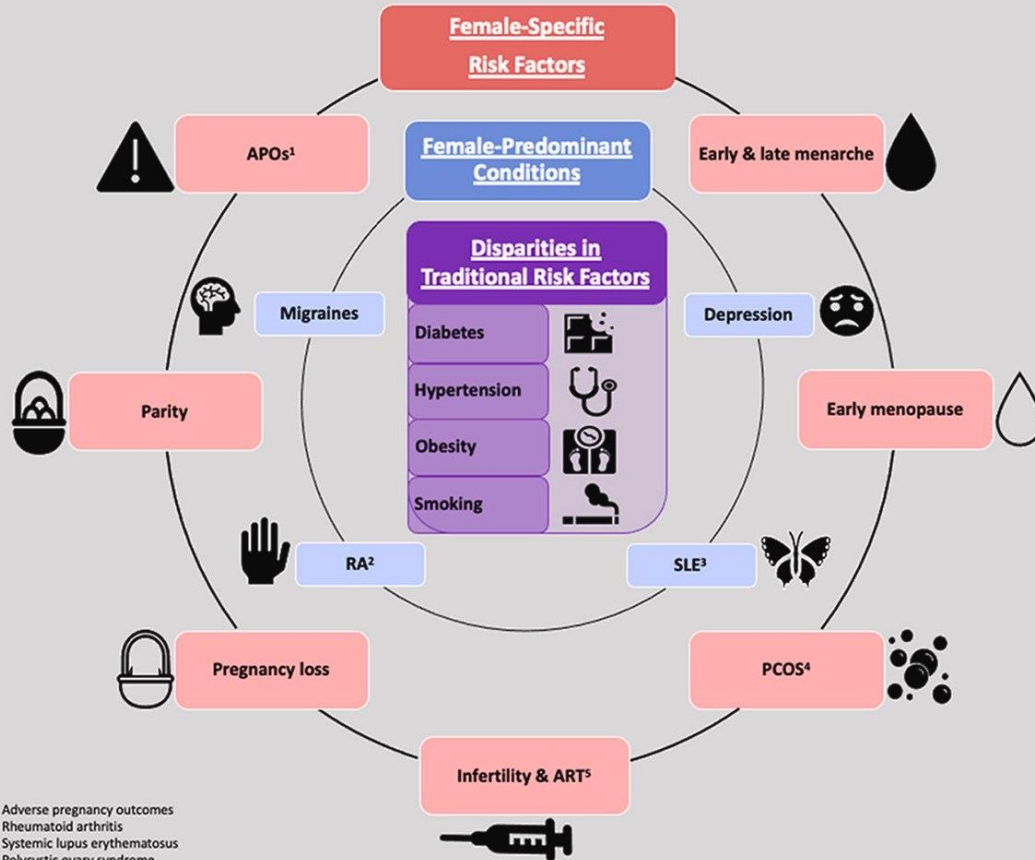
**Roles Go Back to Ancient Greece.  
Women Are Still Paying the Price  
Today**



2022 NPO Doc **Reference man**



## CVD RISK FACTORS IN WOMEN



1. Adverse pregnancy outcomes
2. Rheumatoid arthritis
3. Systemic lupus erythematosus
4. Polycystic ovary syndrome
5. Assisted reproductive technology

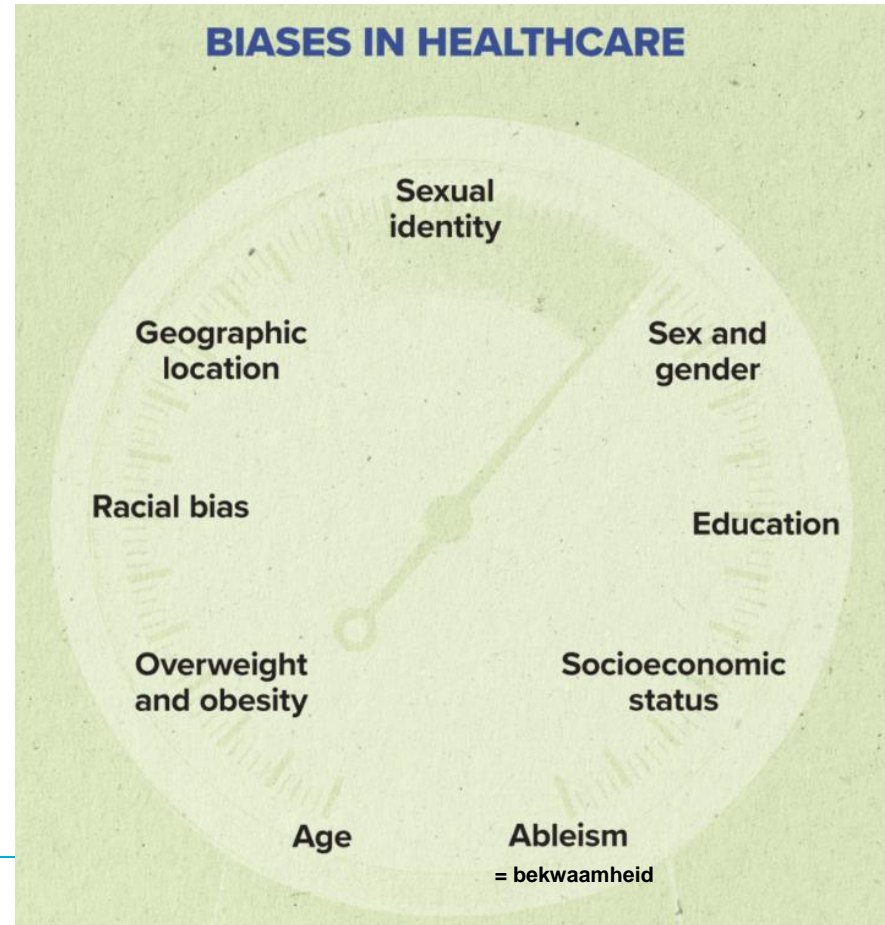
# Sex and gender analysis lead to gendered innovations





# Sources of bias in healthcare, even by experts:

2030

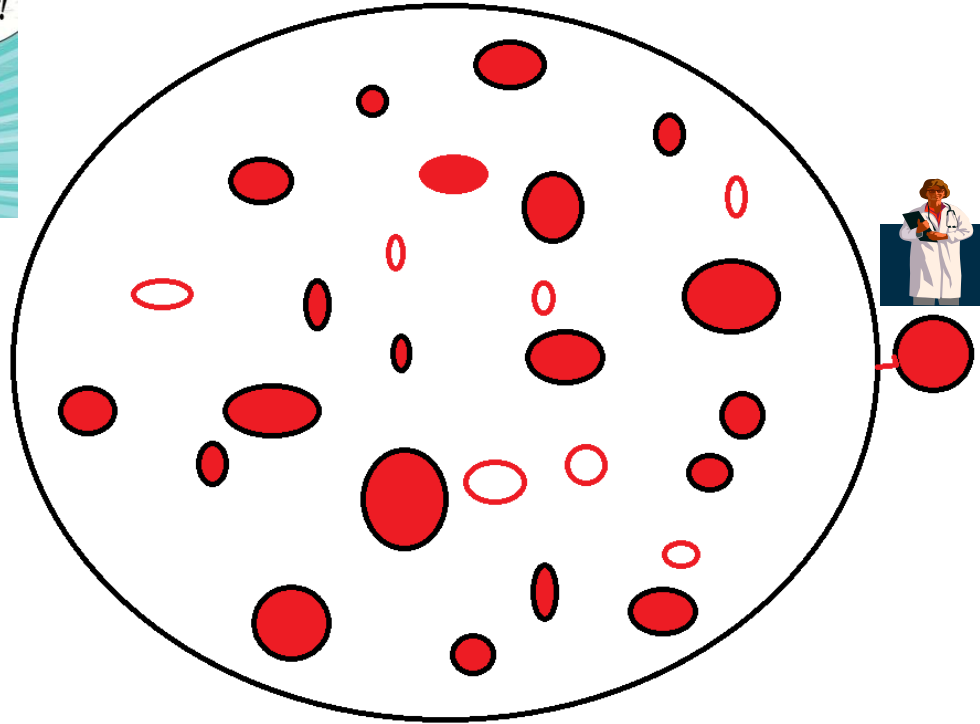




# Make a difference when relevant:



# Dare to be different from your peer-group



Passion

Drive

Persistence

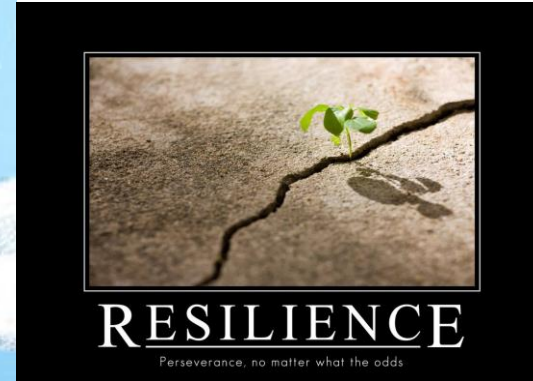
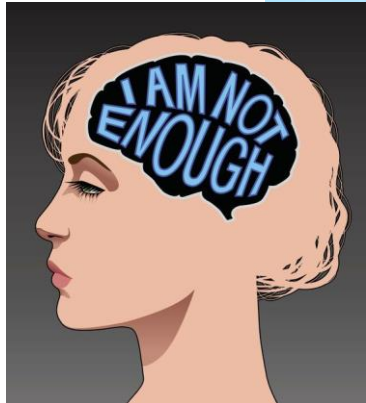
**Look for 'window of opportunity'**  
**take your chances!!**



# Glass ceiling in medicine

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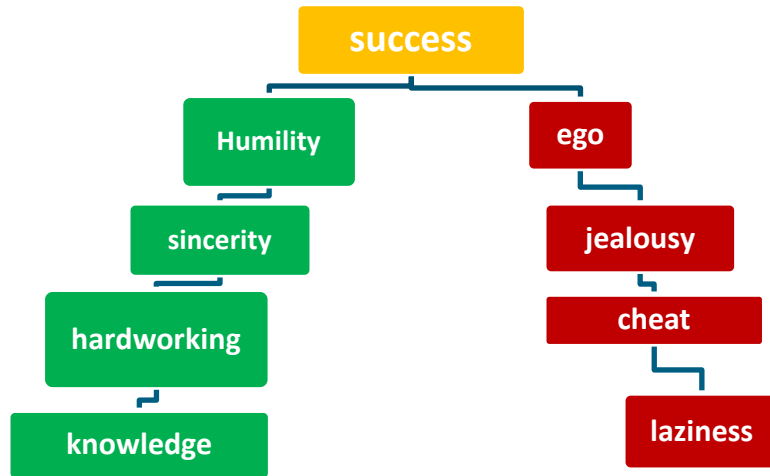
Imposter  
syndrome





# Learn from your failures

- share it with others, talk about it
- #sisterhood
- put it in perspective
- avoid resentment and isolation
- regular coaching/training
- *rest* to be able to *grow*



# Packing a suitcase: avoid perfectionism

## WOMAN

Begins packing  
a month  
in advance

Writes hundreds  
of lists. Packs  
children's suitcases,  
too

Wakes up at  
night, fearing  
she'd forgotten  
something



Sorts things  
(by size,  
type,  
colour  
and design)



Schedules  
kids'  
activities



Tries to pack  
everything  
(clearly  
exceeding  
suitcase's  
capacity)



Suddenly remembers  
the things  
she've forgotten

## MAN

Starts packing his trunk  
five minutes before going  
to the airport

Right, that's me done!





"Without respect, we discourage participation and engagement, invite burnout, encourage uncivil behavior, (and) fail to create psychological safety. We damage our teams."



PAMELA S. DOUGLAS, MD  
Duke Clinical Research Institute

 Duke Clinical Research Institute | FROM THOUGHT LEADERSHIP TO CLINICAL PRACTICE

# #SISTERHOOD

## WOMEN AS ONE

NEW PODCAST NOW AVAILABLE

*Interviews with Sharonne Hayes, MD  
Angela Maas, MD, PhD, Pamela Douglas, MD*

Hear the Voices of Women As One.  
Stories from female physicians around the world.

[WWW.WOMENASONE.ORG](http://WWW.WOMENASONE.ORG)



# Creating a mentorship relationship: roles of the mentor and mentee



# Bullying & Intimidation @work



2019

## Harassment in Dutch academia

Exploring manifestations, facilitating factors,  
effects and solutions


Commissioned by the Dutch Network of Women Professors (LNVH)

**#metoomedicine, #metooscience, and  
#metooSTEM**

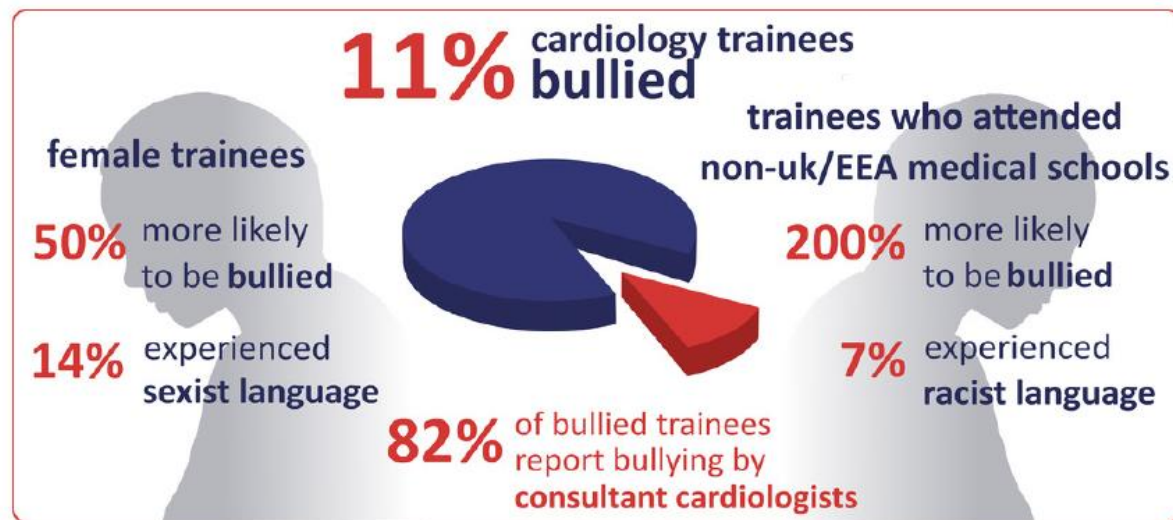


**TIME'S UP Healthcare - 2019**  
**We're here to heal a broken system.**

# Bullying in UK cardiology: a systemic problem requiring systemic solutions

Resham Baruah,<sup>1</sup> Emma Sedgwick <sup>2</sup>

Heart dec 2021



## CENTRAL ILLUSTRATION: Components, Prevalence, and Consequences of Hostile Work Environment in Cardiology

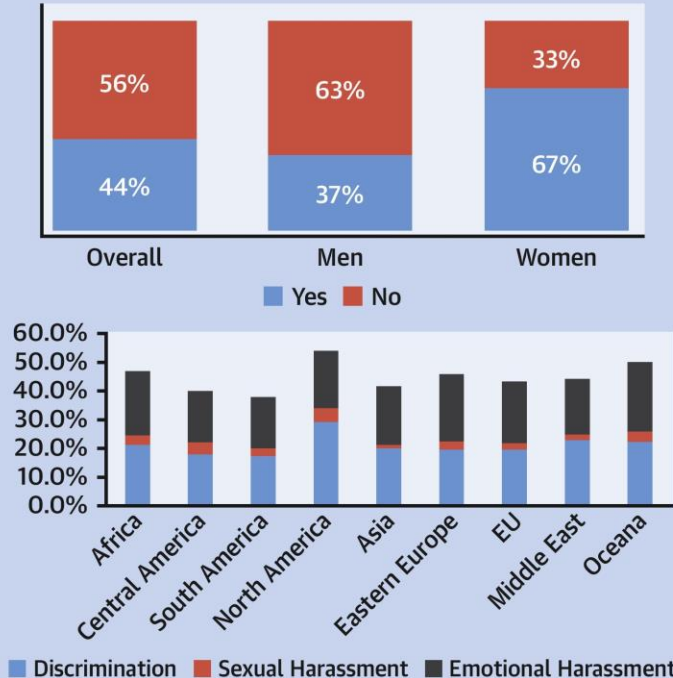
### Components

**Emotional Harassment**  
Overall 29%  
(Women 43%/  
Men 26%)

**Sexual Harassment**  
Overall 4%  
(Women 12%/  
Men 1%)

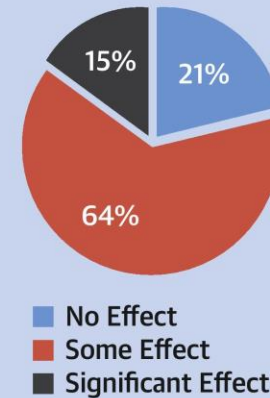
**Discrimination**  
Overall 30%  
(Women 56%/  
Men 21%)

### Prevalence



### Consequences

79% report adverse effects on professional activities with colleagues and patients







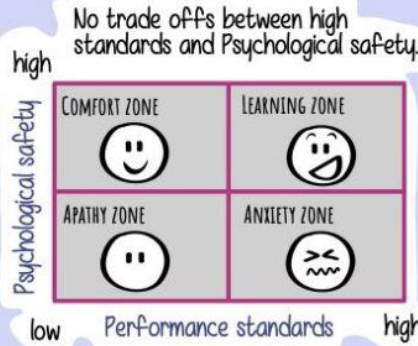
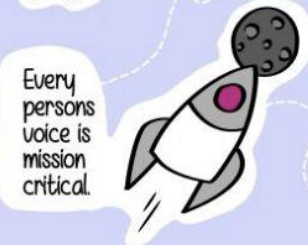
▲ Het Isala-ziekenhuis in Zwolle. (fotobewerking de Stentor) © Frans Paalman

## **‘Corrupte cardiologen’ van ziekenhuis Isala Zwolle gingen hun eigen gang (en konden dat ook doen)**

Bepaalt een cardioloog welke medische hulpmiddelen in het ziekenhuis worden gebruikt? Vijf (voormalig) hartspecialisten van Isala uit Zwolle worden verdacht van corruptie. Ze zouden voor miljoenen zijn omgekocht door een medisch leverancier. Alsof zo'n arts het inkoopbeleid bepaalt, zegt een van hun advocaten schamper. In de praktijk is de invloed van fabrikanten op medisch specialisten al jaren groot. De Zwolse cardiologen hebben eigen bedrijven, met een schijn van belangenverstrengeling.







Leading a fearless organization:

- 1 Frame the work: Building shared understanding of the work and what it means to do it well.
- 2 Invite engagement: Asking good questions and creating structures to elicit voice.
- 3 Respond productively: Appreciate, listen and focus forward.



WOMAN

PATIENT

Lifecourse  
Prevention/illness

Gender equality  
Diversity

Gender  
Equality/Equity  
in Healthcare

Education  
Economic independence

Existential dimension  
Quality of life

Career development  
Leadership

PROFESSIONAL

SOCIETY

**Importance of  
societal impact**