

Women in Radiology

A perspective from a European country



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Background

- In spite of the progressive feminization of all physician workforce, women continue to be underrepresented in leadership positions, a phenomenon known as the “leaky pipeline”
- While this situation is well documented in the United States, literature and data from Spain and Europe is scarce and, as for Europe, hard to obtain due to the inherent heterogeneity between countries

Purpose

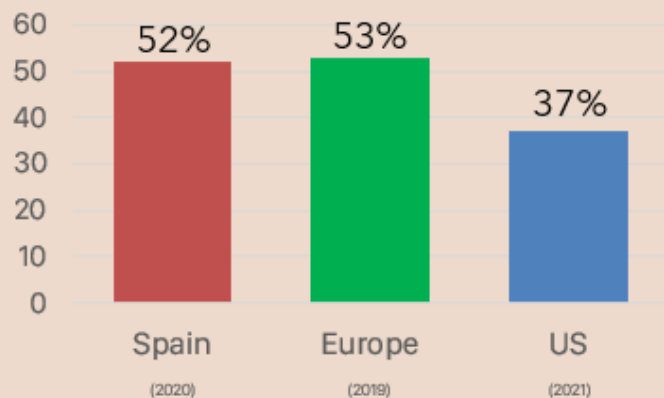
To carry out an analysis of the situation of women radiologists in Spain and comparing it to that of Europe and the United States of America

Methods

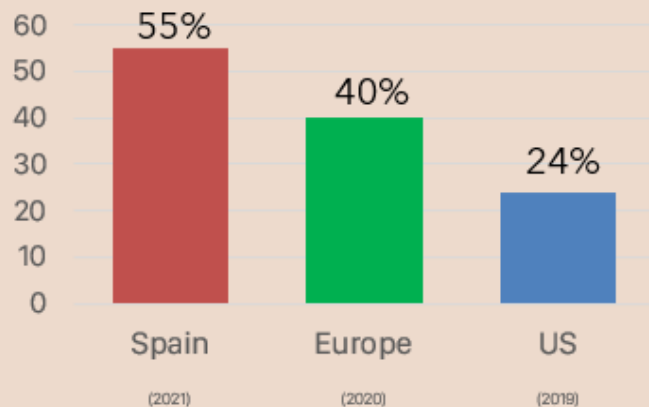
- 1) Bibliographic research
- 2) SERAM (Spanish Society of Radiology), ESR (European Society of Radiology) and RSNA (Radiological Society of North America) web pages consultation
- 3) Data requests to:
 - SERAM
 - ESR
- 4) National survey including public health care system hospitals with >300 beds in Spain
Response rate: 60% (70 out of 118 hospitals)

Results

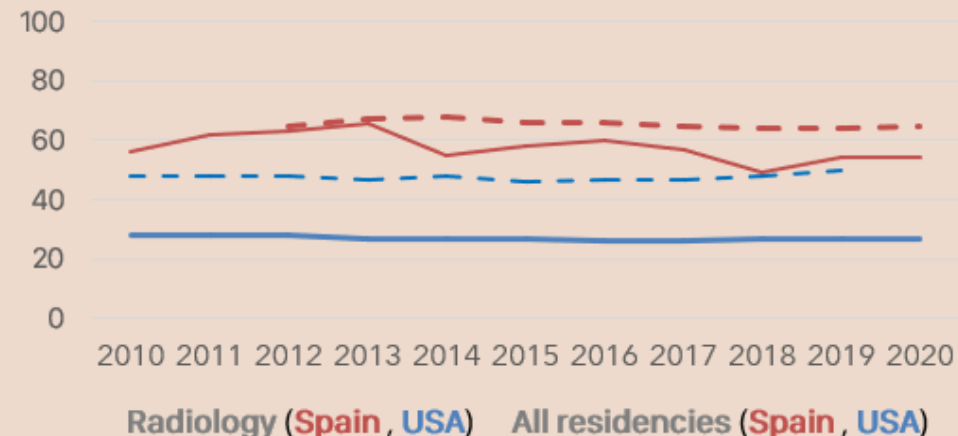
Feminization of active physicians



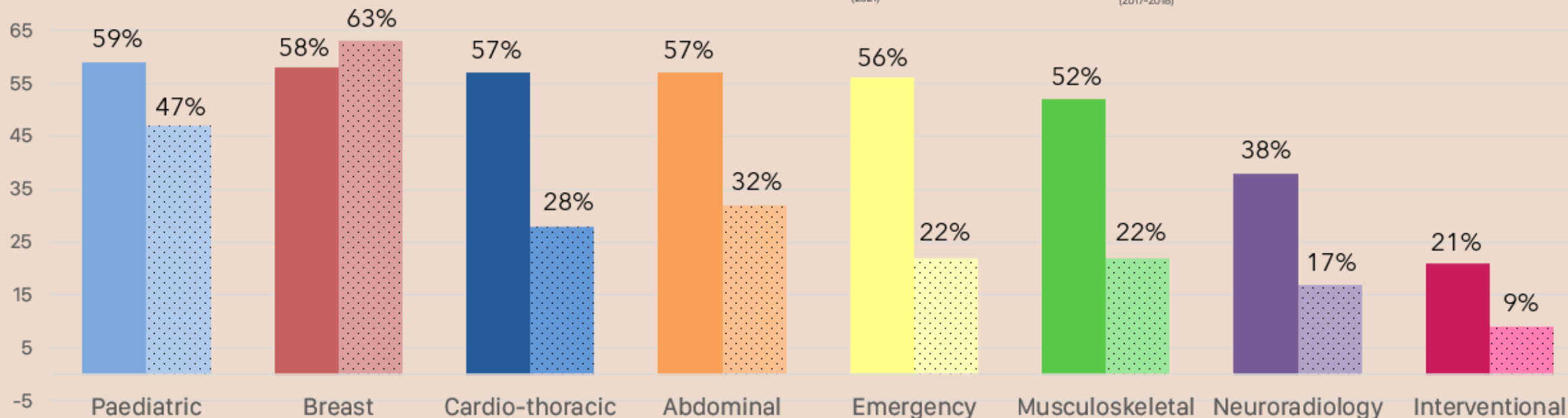
Feminization of Radiology workforce



Feminization of first year residents, Spain vs United States

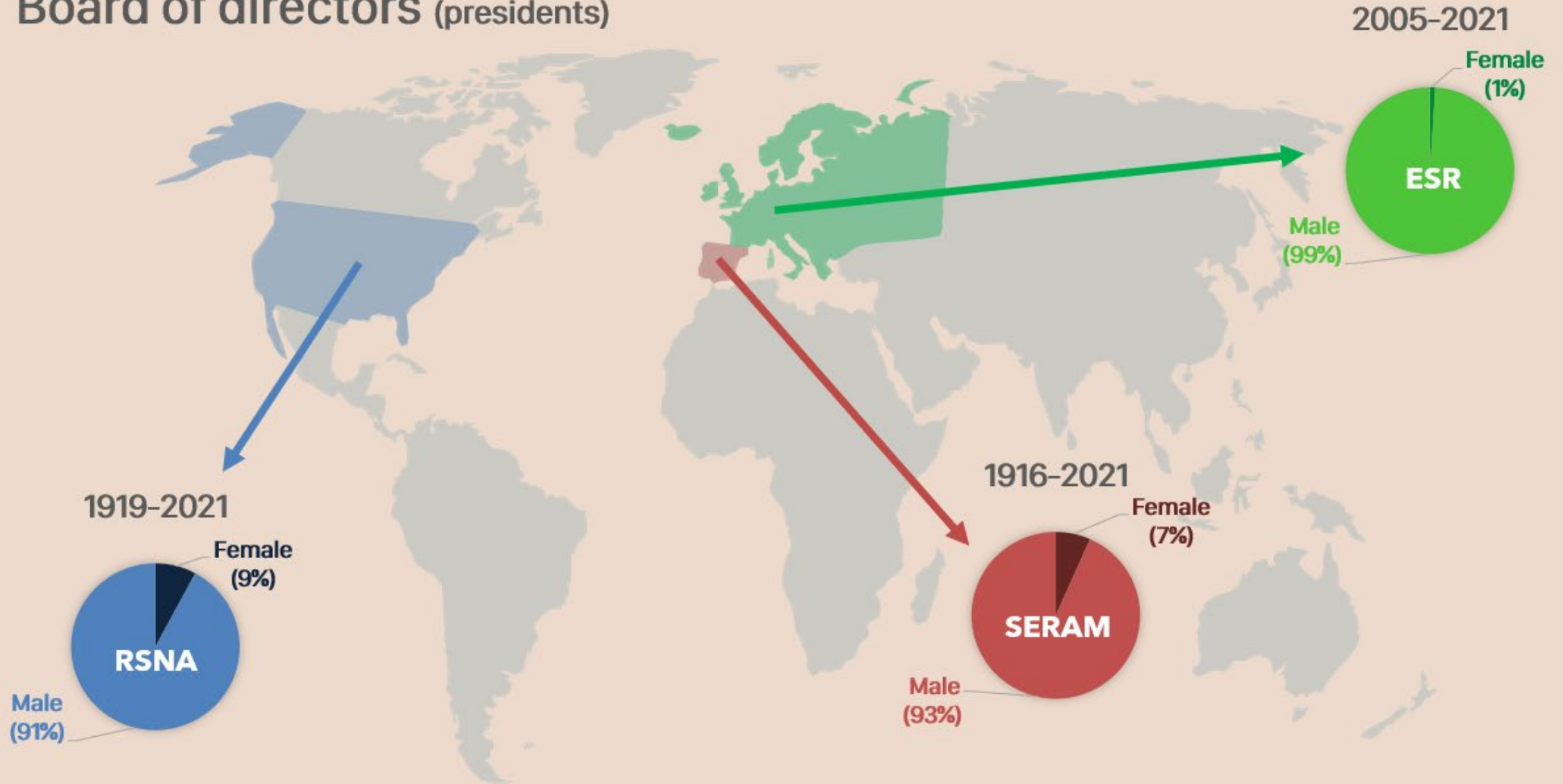


Feminization of Radiology subspecialties, Spain (plain) vs United States (dotted)



Results

Board of directors (presidents)

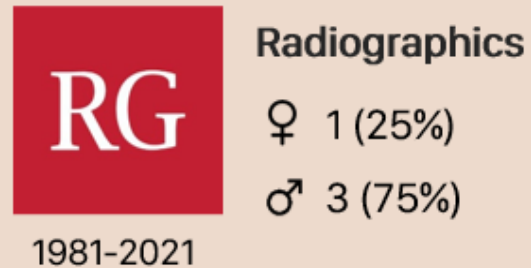
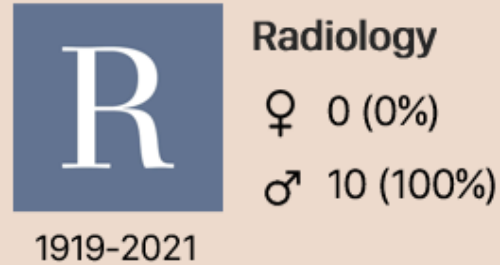


Results

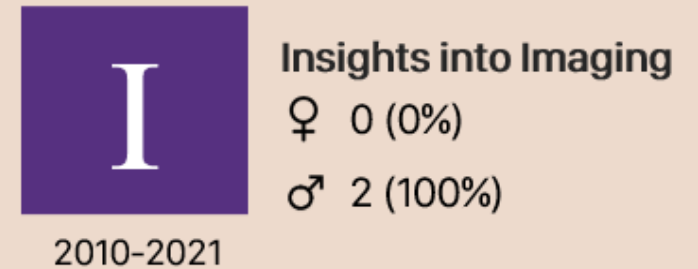
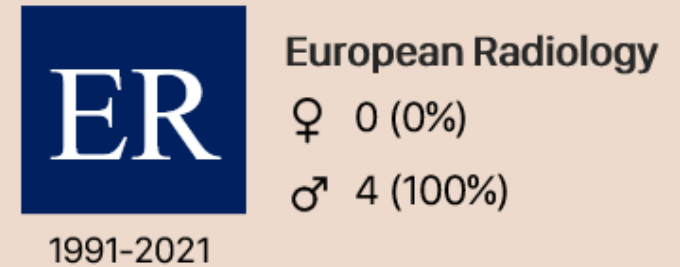
Chief editors of main journals



*Spanish Radiology Journal

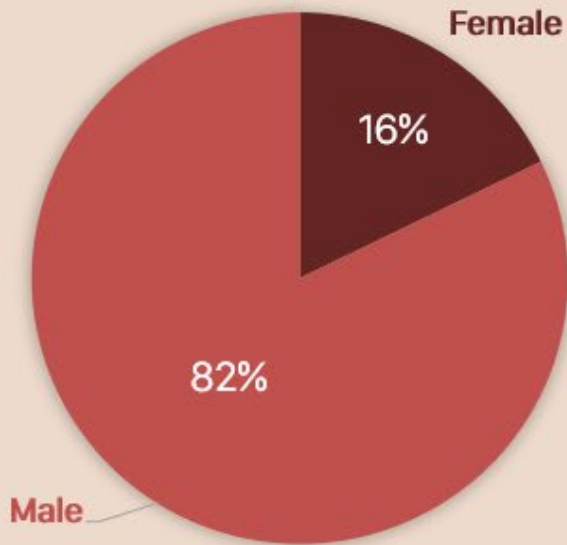


*Christine Menias first and unique woman to occupy the chief editor position. She was designated in 2021



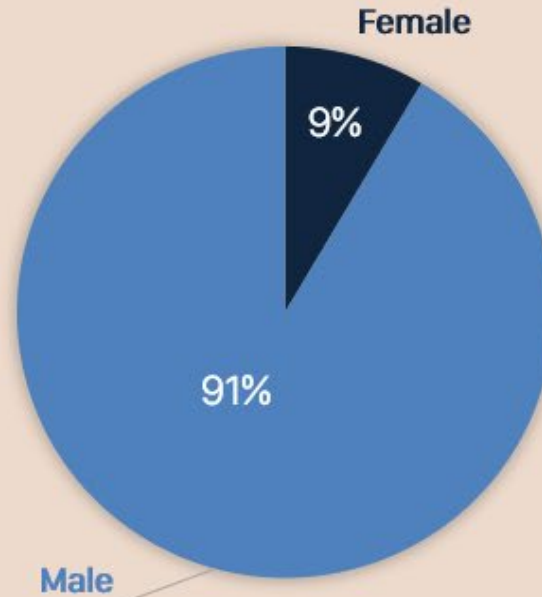
Results

Gold Medallists



Spain (1988-2021)

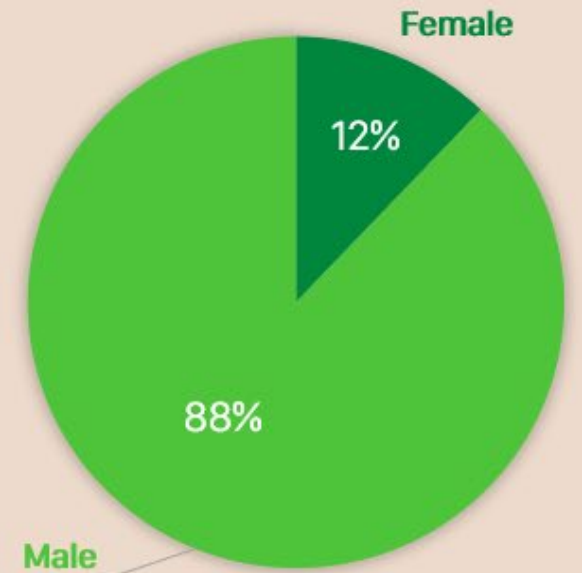
First woman (2002): A. de Orbe Rueda



US (1919-2021)

First women (1922): M. Slye and M. Curie

Second woman (1972): Lucy Frank Squire

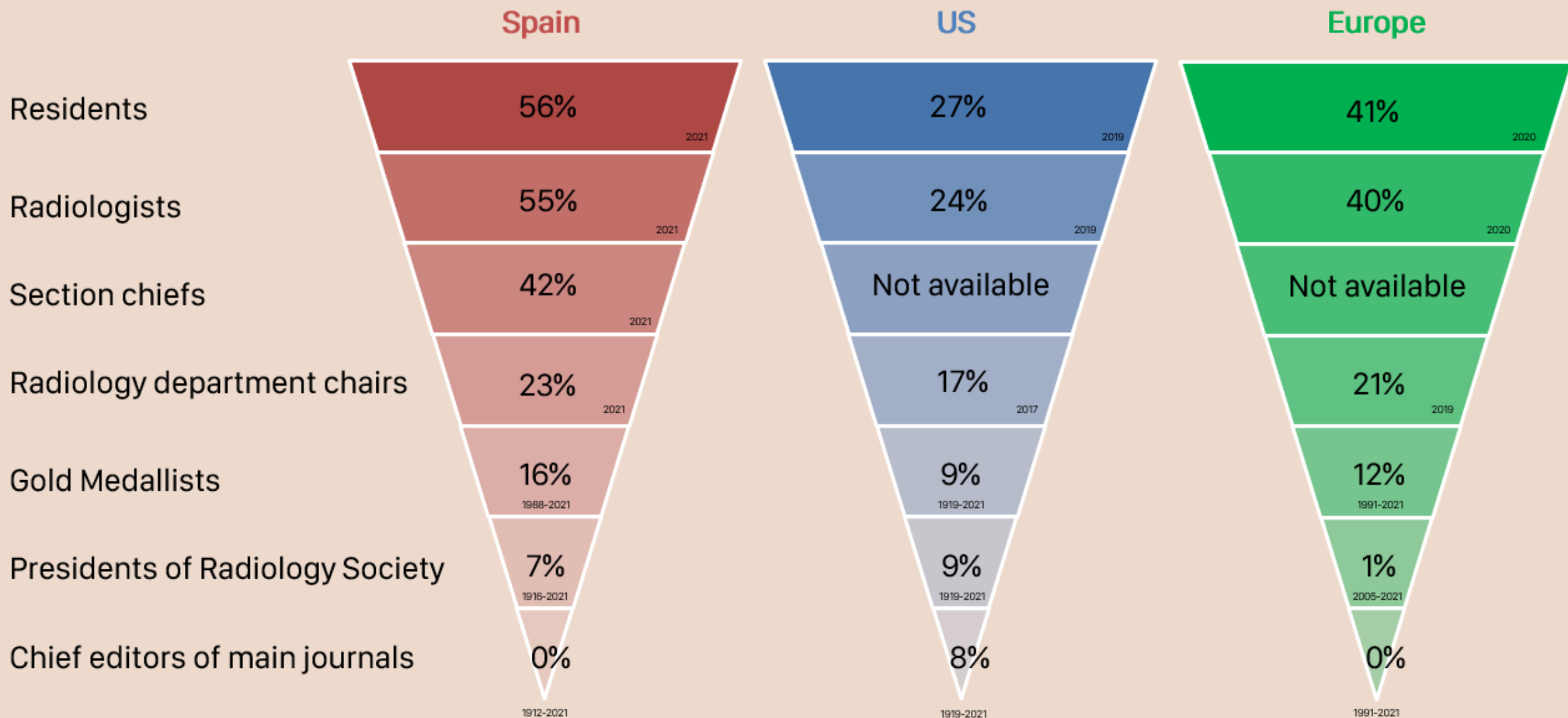


Europe (1991-2021)

First woman (2005): J. Vignaud

Results

The “leaky pipeline”



Conclusion

- Although gender disparities are increasingly less patent, still entail an important issue that must be addressed to create a diverse and inclusive workplace
- Being aware of the existence of unconscious biases is the necessary first step for change
- The presence of successful women leaders is necessary as they will directly contribute to the professional development of junior women radiologists
- Differences and similarities were found between Spain, Europe and the USA. The most remarkable data is the difference found in the current amount of women radiologists and residents. In terms of similarities, we found that the “leaky pipeline” is a worldwide phenomenon

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