



EMPOWER

INNOVATE

STRENGTHEN

Advancing women in HTM

Focus on



**Children's
Wisconsin**

A black and white line drawing of a person from the waist down, holding a large white rectangular sign. The sign has the word "ITINERARY" written in bold, black, uppercase letters. The person is wearing black pants and white sneakers with black laces. The background is a solid light pink color.

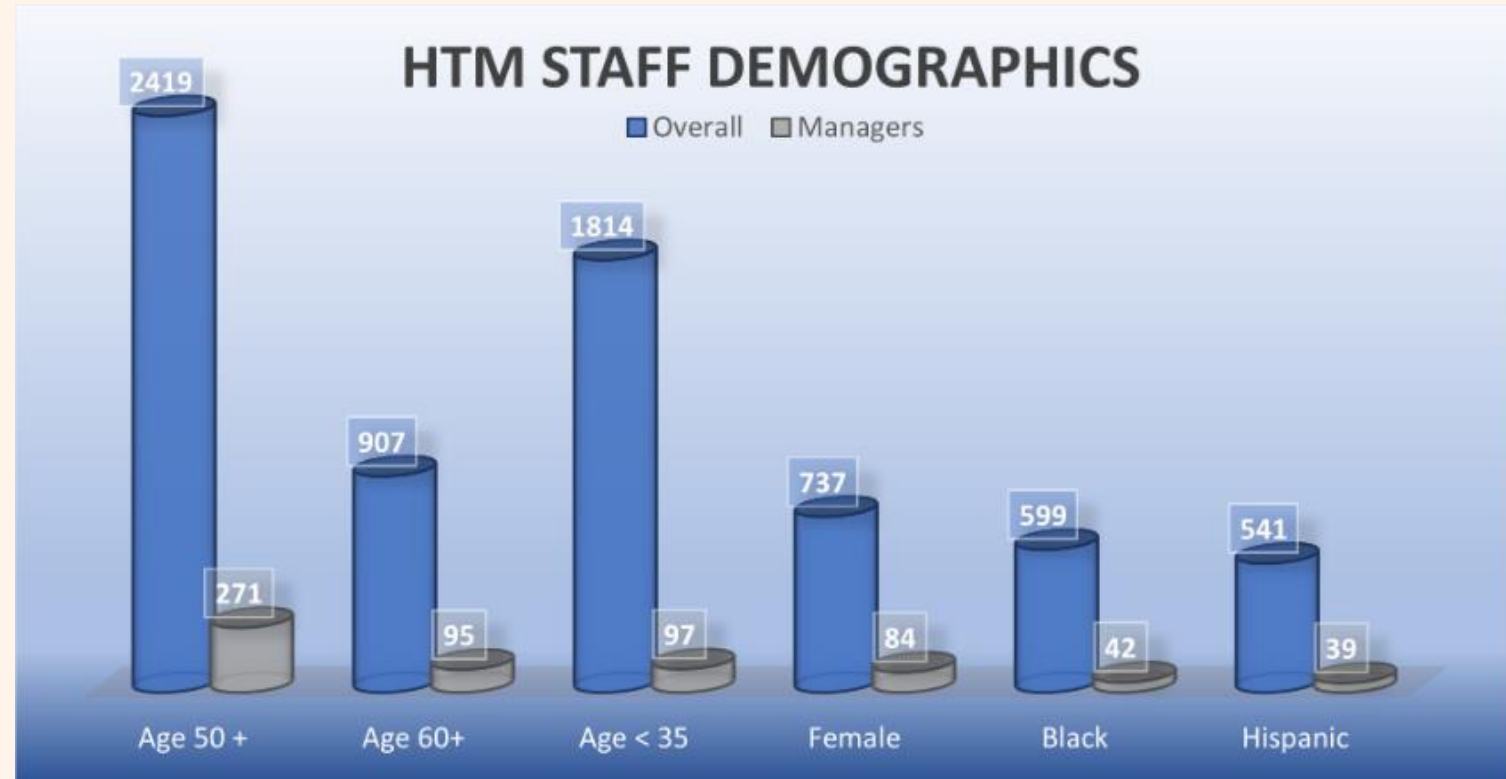
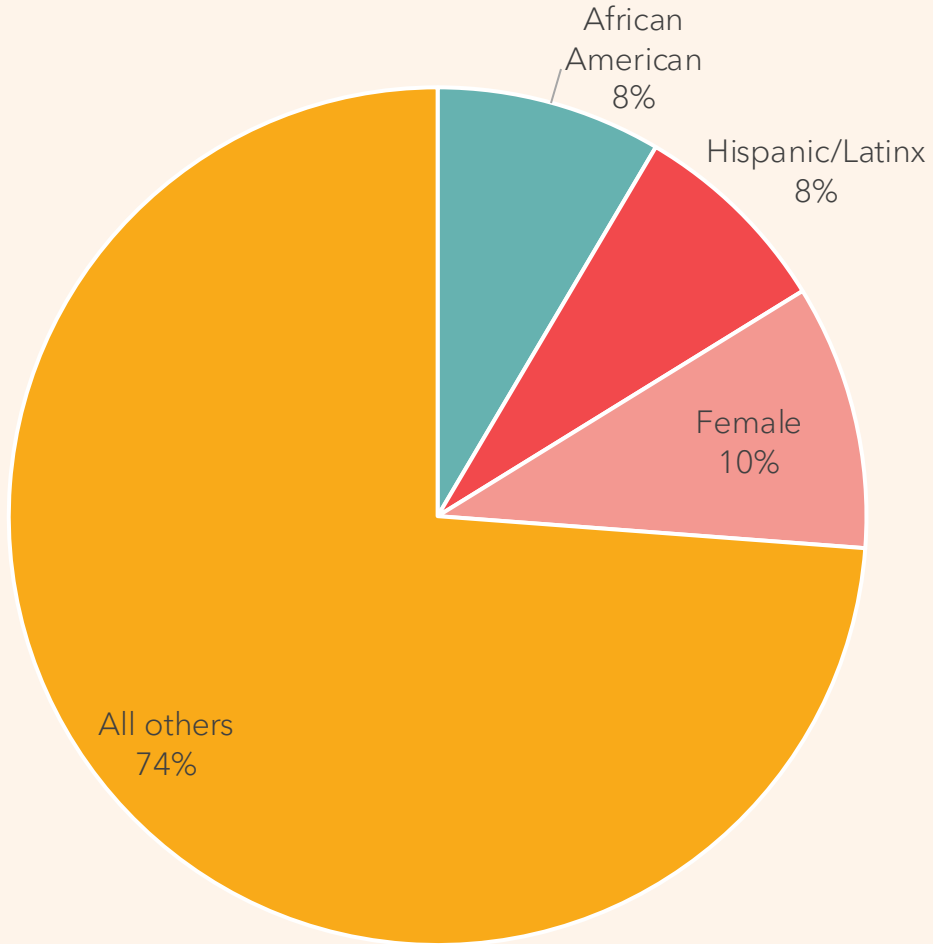
ITINERARY

- Introductions

Guided discussion based on survey:

- Challenges faced by women in HTM
- The importance of women in HTM
- Brainstorm strategies for empowerment and advancement
- Sharing our success stories

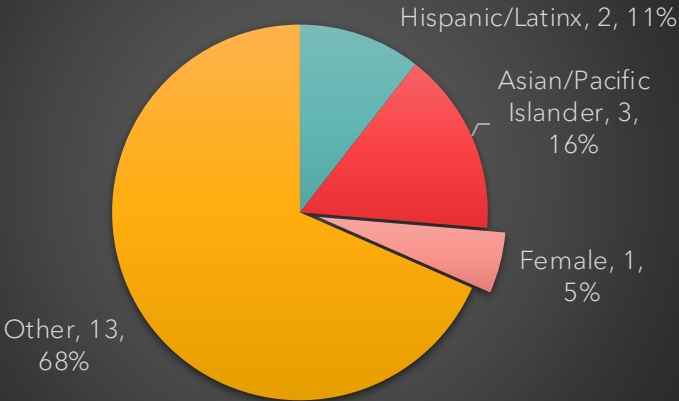
HTM DIVERSITY & DEMOGRAPHICS



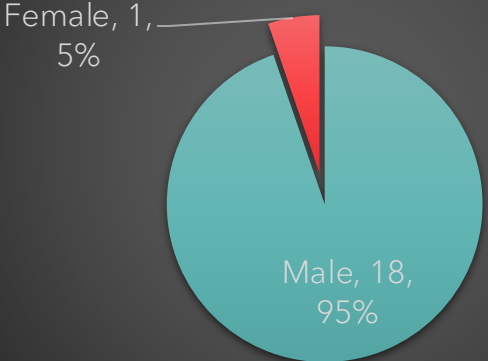
■ African American
 ■ Hispanic/Latinx
 ■ Female
 ■ All others

Children's WI CE: DIVERSITY & DEMOGRAPHICS - 2021 vs. 2025

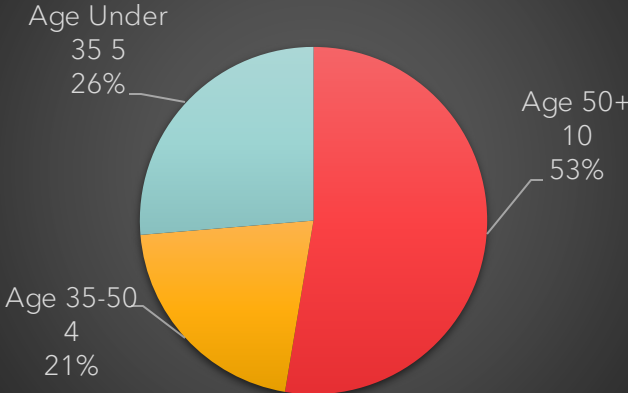
Children's WI CE Diversity - 2021



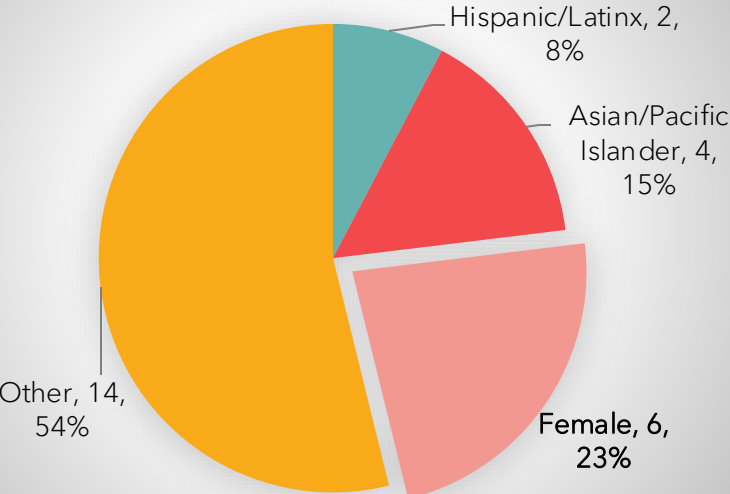
Children's WI CE Gender Diversity - 2021



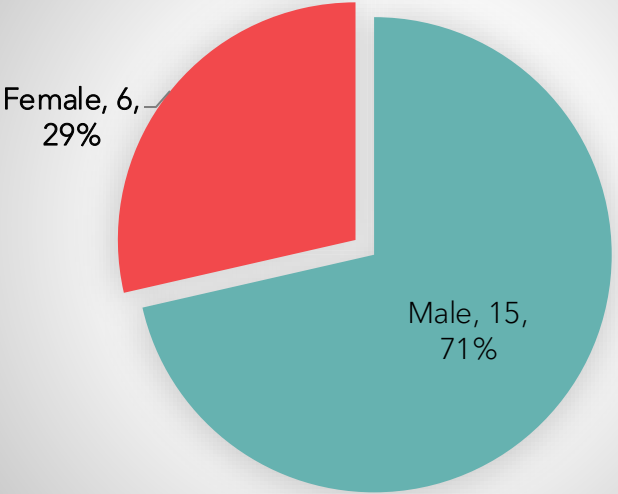
Children's WI CE Age Demographics - 2021



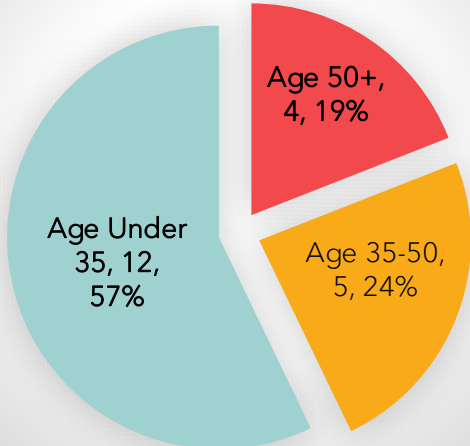
Children's WI CE Diversity - 2025



Children's WI Gender Diversity - 2025



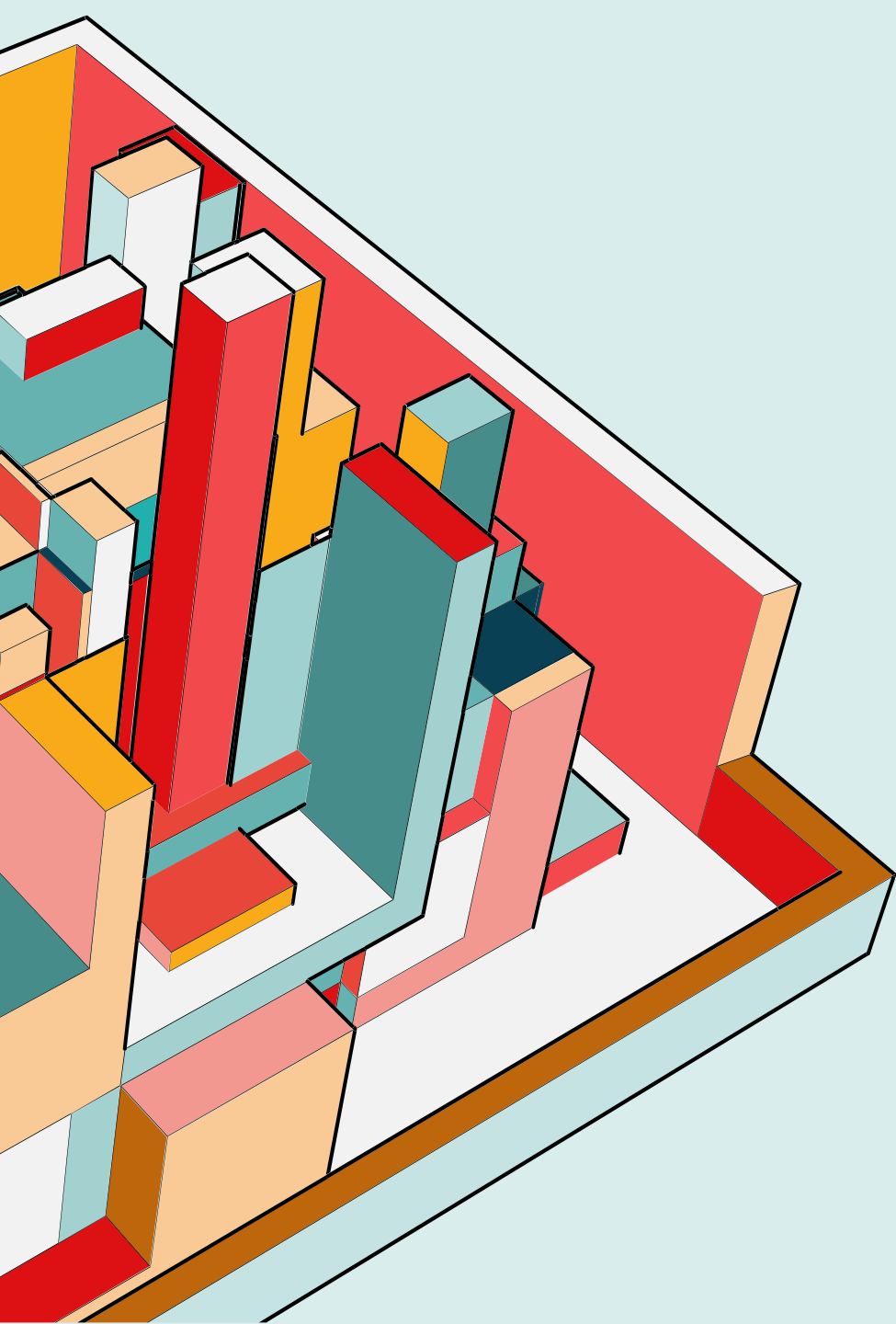
Children's WI Age Demographics - 2025





CHALLENGES FACED BY WOMEN

- Workplace culture
- Unique challenges with work-life balance
- Gender bias and stereotyping
- Imposter syndrome
- Underrepresentation in leadership and decision-making roles
- Limited networking opportunities



WHY WOMEN ARE IMPORTANT

- Reflect the diversity of the healthcare workforce and patient population
- Help break down gender stereotypes in technical fields
- Encourage a culture of mentoring and growth
- Diverse teams drive innovation and better patient outcomes
- Possess unique perspectives in developing healthcare solutions

HOW DO WE EMPOWER & ADVANCE?

Understanding importance of continuous learning and skill development

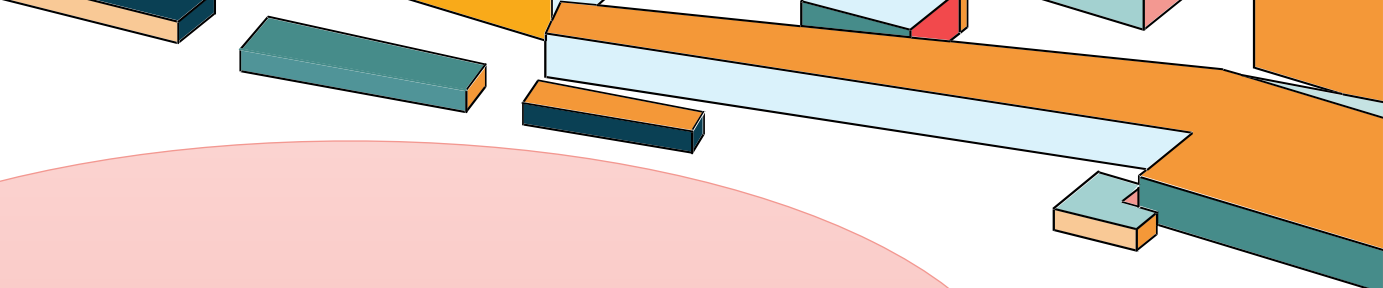
Finding mentors, sponsors and connections in the industry

Supporting importance of company policies that support women

Any

Other

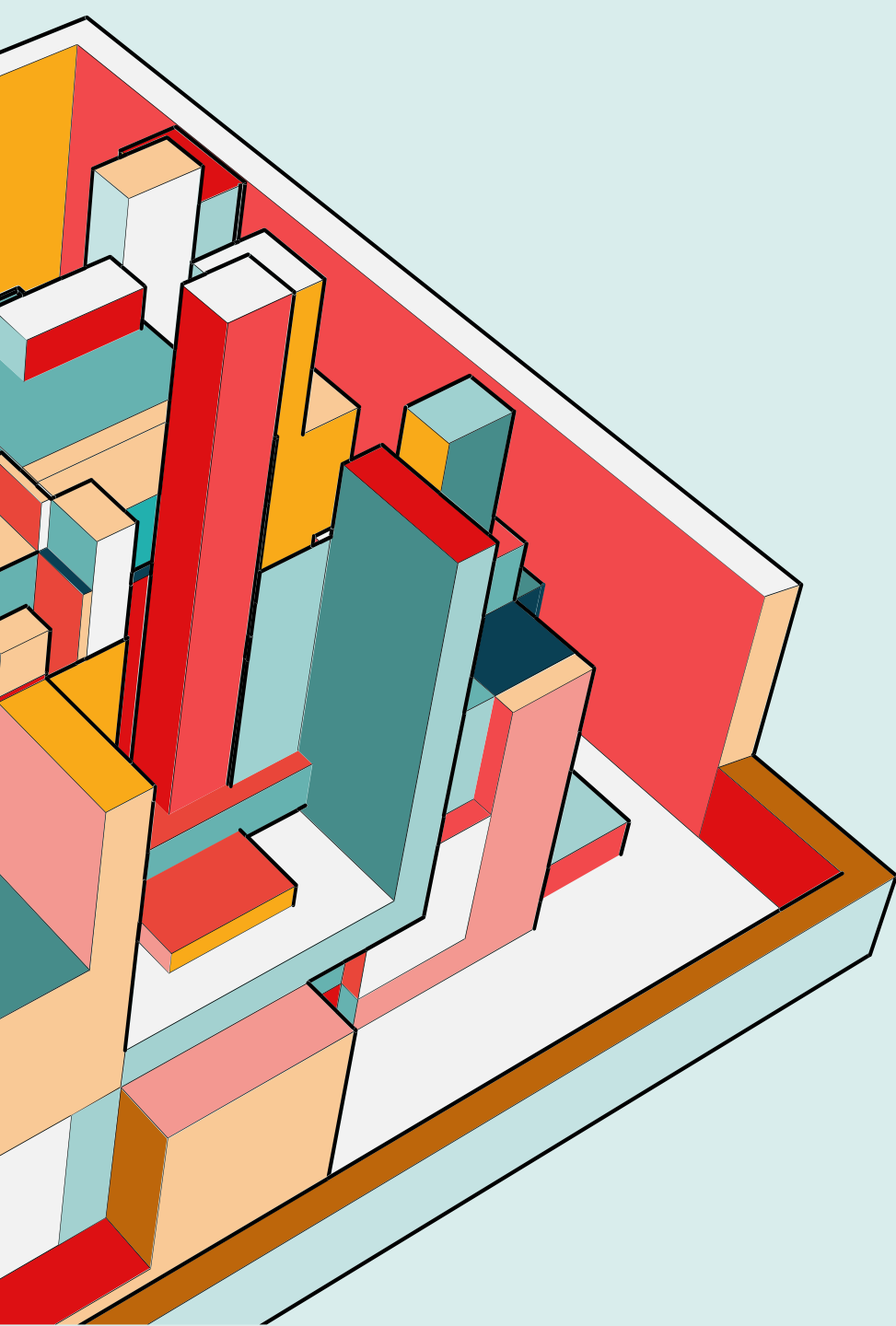
Ideas?



What have we learned from our experiences and challenges?



LET'S SHARE OUR SUCCESS STORIES!



HTM WOMEN COMMUNITIES

- Women in Leadership (WIL)
 - <https://wil-in-htm.com/>
- I-HTM (Integrating all areas of HTM)
 - Friday night BYOB Zoom calls!
 - <https://i-htm.mn.co/>

About your panel

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