



CHANGE CHAMPIONS

The Society of Interventional Radiology recognizes that the success of our mission draws strength not just from the clinical expertise of our physicians, but from the diversity of their backgrounds and experiences as human beings in the world. An innovative, competitive IR workforce requires more than market competencies--it must also carry the power of innate, authentic human connection. As a specialized group of medical practitioners, the diversity of our members and the patients they treat every day is of utmost importance to the overall health of our specialty.

Our Society values a culture of inclusion in which all members of the IR community are accepted, respected and embraced. Our definition of diversity includes, but is not limited to the dimensions of race, ethnicity, gender, gender identity, sexual orientation, religious beliefs, nationality, age, physical and mental ability, socioeconomic status, and ideologies.

WIR

Women in Interventional
Radiology Section



URM

Underrepresented
Minorities Section



LEADERSHIP



Paul J. Rochon, MD, FSIR
Chair, SIR Diversity and Inclusion Advisory Group

D&I ADVISORY GROUP

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GUIDING PRINCIPLES

- I. SIR recognizes a need to increase the diversity of interventional radiologists to better represent the patient population they serve.
- II. SIR fosters diversity in the specialty by engaging members in projects and activities relating to diversity and inclusiveness education, awareness, outreach and networking.
- III. SIR promotes a culture of inclusion in all aspects of the society's programs, policies, communications, and services.

STRATEGIC OBJECTIVES

Recruitment:

Influence medical student perceptions to actively recruit the best and brightest to IR.

Data and Benchmarks:

Set and measure data-driven, meaningful, and feasible diversity goals for SIR and the IR specialty.

Health Disparities:

Identify and work to change population health disparities that could be positively impacted by IR care.

Awareness and Collaboration:

Leverage media channels and collaboration opportunities to amplify our efforts

Member Education and Resources:

Develop and disseminate tools to foster inclusiveness, reduce bias and increase respect.



WIR

Women in Interventional
Radiology Section

LEADERSHIP



Maureen Kohi, MD, FSIR
Chair, SIR Women in IR Section
University of North Carolina
Chapel Hill, NC

WIR MISSION

The Women in IR (WIR) Section promotes women within the specialty by inspiring and empowering women interventional radiologists to achieve their personal and professional goals and serve as a resource to the Executive Council. The WIR Governing Council serves as the executive body of the WIR and its officers shall define and oversee the projects and initiatives as subject to the mission statement of the WIR. This group works within the Member Services division.

OBJECTIVES

- To work with the society, Executive Council and SIR and SIR Foundation committees to increase the number of women within SIR leadership by providing a pathway for professional leadership development within the organization.
- To provide a forum that supports women in interventional radiology and encourages the open exchange of information which will help individuals further their careers.
- To provide a forum for women in interventional radiology to meet, interact and network.
- To develop and present educational programs on a diverse range of topics relating to interventional radiology, career opportunities, career longevity and economic concerns.
- To prepare and distribute information to the members that is interesting, educational and relevant.



URM

Underrepresented
Minorities Section

LEADERSHIP



Derek West, MD, MS
*Chair, SIR Underrepresented
Minorities Section
Emory University
Atlanta, GA*

UNDERREPRESENTED MINORITIES SECTION (URM) MISSION

The membership of the URM in IR Section physicians shall consist of Interventional Radiologists who have a special interest in contributing toward the objectives of the section, and who fulfill membership requirements as defined in the SIR Bylaws. Activities of the section are ideally targeted to under-represented minorities; however, membership is open to all individuals interested in supporting the mission and objective of the section.

OBJECTIVES

- To increase the presence of under-represented minorities in the field of interventional radiology, at all career levels.
- To improve the awareness of interventional radiology, the section is dedicated to the promotion of awareness of interventional radiology medical care to the community at large and specifically minorities.
- To promote diversity of thought on SIR Committees.
- To work to eradicate health care disparities, particularly those affecting minorities.
- To prepare and distribute interesting, educational, and informative content for members of the section.
- To serve as a resource to the Society, Executive Council, SIR and SIR Foundation committees, on issues relating to Interventional Radiology.

EDUCATION AND OUTREACH

We believe in diversity and inclusion

Society of Interventional Radiology President Michael D. Dake, MD, FSIR, and Diversity and Inclusiveness Group Chair Paul J. Rochon, MD, FSIR, issued the following statement on supporting diversity and combating racial inequality in America.

[READ MORE](#)

Diversity and inclusion module

Introduction to Diversity and Inclusion

Experience understanding.

[EXPERIENCE](#)

Feature: A different pandemic

Health care disparities and COVID-19

PAUL J. ROCHON, MD, FSIR FALL 2020

There is an oft-repeated saying: Disasters don't create disparities, they uncover them. I've seen this evidenced first-hand: In 2005, Hurricane Katrina left a wake of disaster in New Orleans, and the whole world watched as Black communities suffered. America learned what these communities had known for years—due to systemic, economic difficulties they were forced to live in unsafe flood zones. When disaster struck, they were the first and hardest hit. I was interning through Louisiana State University at the time and will always remember witnessing one of my patients—a Black, homeless man—stranded in his motorized wheelchair.

IRQuarterly

Innovation. Impact. Insight.

The commitment

What does diversity mean to you?

BY MARCELINA G. PEREZ, MD, MBA, AND ERIC J. KELLER, MD, MA SPRING 2020