



# Leading to Uplift: Through COVID-19 and Beyond

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Say “Yes”


**CHALLENGES ARE GIFTS**  
*that force us to search for a new  
center of gravity.*


*Don’t fight them. Just find a*  
**NEW WAY TO STAND.**

- Oprah Winfrey



Where are We Now?

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**34%** *think the COVID-19* **PANDEMIC IS OVER.**

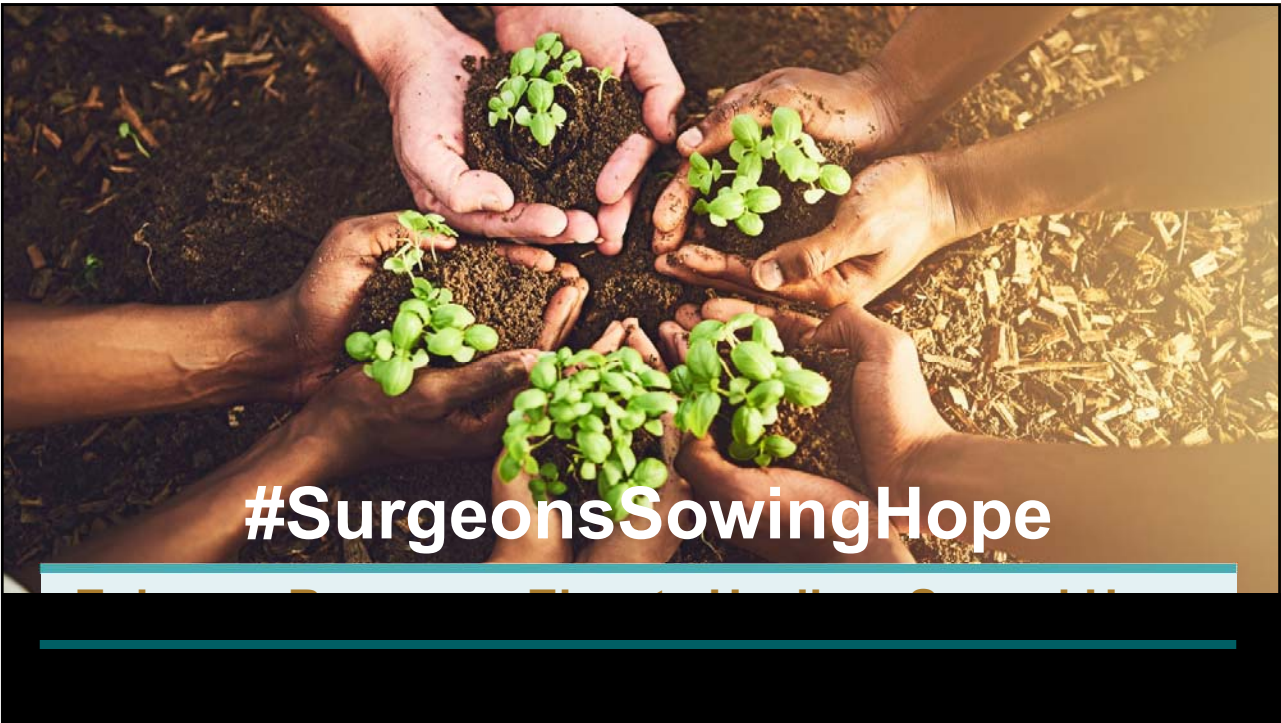
**21%** *say their lives are* **BACK TO NORMAL.**

**50%** *say their lives are* **FOREVER CHANGED.**

**34%** *think* **COVID-19 DISRUPTIONS WILL LAST.**

Source: Gallup Poll, April – May 2022

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# FOLLOW YOUR NORTH STAR

*What did I **LEARN** today?*  
*How did I **HELP** other people?*  
*What was my **OVERALL IMPACT**?*







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Johns Hopkins Hospital  
Department Chairs, 2012





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# Lead with Questions

## HOW ARE YOU?

*Are you on a **PATH TO ACHIEVE** our team goals and your goals?*

*How can I **HELP YOU?***

Tarnoff, Michael MD. Dissecting the Important Difference Between Good Surgeons and Good Leaders. *JAMA Surgery*, July 2020.



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# Turn Caring into Action: Well-being Resources for All Teammates


**BestHealth For Us**  
Provides Resources and  
Education




**Chaplaincy  
Support**




**Code Lavender**  
*(for leaders)*  
Tool for Crisis Response




**EAP**  
Short Term support and  
referral resources





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# Create A Space Where ALL Belong



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## OUR OPPORTUNITY

### Vascular Surgery in the U.S.

#### Women

- **30%** of Vascular Surgery Residents
- **15%** of Vascular Surgeons
- **15%** of Residency Program Directors
- **12%** of Fellowship Program Directors
- **5%** of Division Chiefs
- **8%** of Journal Editorial Boards

#### Minorities

- **52%** of Residents are White
- **26%** of Residents are Asian
- **6%** of Residents are Hispanic
- **5%** of Residents are Black

Cui CL, Khan MA, Janssen CB, et al. Women Representation in Academic Vascular Surgery: Leadership, Education, and Research. *J Vasc Surgery*. Volume 74, Issue 3, E75-E76.

Arya S, Franco-Mesa C and Erben Y. An Analysis of Gender Disparities Amongst United States Medical Students, General Surgery Residents, Vascular Surgery Trainees, and the Vascular Surgery Workforce. *J Vasc Surgery*. Jan 2022, Volume 75, Issue 1, 5-9.



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# Change Who is in the Room

If they don't give you a seat at the table,

Bring

a

folding

chair.

– Shirley Chisholm

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# WAKE Active Bystander Training

**W**ork with who you are  
**A**sk questions  
**K**ey people: who else could help?  
**E**mploy distraction techniques



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# MAKE A DIFFERENCE

Celebrate • Elevate • Innovate • Uplift



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# Remember Your “Why”

*Good teams make great ones when the members **TRUST** each other enough to surrender the **ME FOR THE WE.***

- Phil Jackson




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# Lead to Uplift



**Say “Yes”**

**Follow Your North Star**

**Lead with Questions**

**Turn Caring into Action**


**Mentor as a Partner**


**Change Who is in the Room**

**Celebrate, Elevate, Innovate**

**Remember Your “Why”**

**#SurgeonsSowingHope**

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