

5th Annual

# LEAD2023

Enriching Experiences for Women in Hematology & Oncology

## Reimagining Simone's Maxims for Inclusive Healthcare

Since the initial publishing of Simone's Maxims, the proportion of under-represented groups in medicine (URiM) and women in the healthcare workforce has increased significantly



Can reimagining Simone's Maxims cater better to the increasing diversity in the healthcare workforce?



Modification of Simone's Maxims to align with key aspects of modern healthcare

### Institutions

Enhancing visibility and inclusion of diverse institutional mentors



Key takeaways from the reimagined Simone's Maxims



### Job changes

Choosing career opportunities with careful assessment, effort, mentorship, and training

### Leadership

Choosing leaders with diversity and the ability to inspire



### Success

Incentivizing collaborative team success and challenging the status quo when required



### Recruiting

Adopting an unprejudiced and equitable recruiting process; avoiding classism

**The reimagined Simone's Maxims can enhance inclusivity and growth for URiMs and women in the workforce, thus promoting equitable healthcare for all patients**

Understanding Modern Medical Centers:  
Beyond Simone-Intersectional Maxims for a New Era  
Graff et al. (2022) | Journal of Clinical Oncology | DOI:

