

MARCH 2025

IDA NEWSLETTER



CONNECT. INSPIRE. COMMUNITY.



Dear IDA Family,

I hope this message finds you well. As we dive into this month's newsletter, I want to take a moment to thank all of you for your enthusiastic response to our upcoming events in the months of March and April. Your participation and commitment are the driving force behind our success.

It gives me great pleasure to announce the recipients of the IDA Annual High School Scholarships for 2025 this month. After careful consideration of many exceptional applications, we are proud to offer this scholarship to the following individuals, whose dedication to their academic journeys and passion for medical science stood out to us:

Laylee Taghizadeh **Aretha Okeke** **Advika Srinath** **Jenna Wayne** **Shreya Thakedar**

Each of these recipients exemplifies the values we cherish—commitment to excellence, determination, and the drive to make a positive impact in their field.

These scholarships would not have been possible without the generous support of our member donors. I would like to express my deepest gratitude to Dr. Arusha Bavare, Dr. Arvind Bhimaraj, Dr. Prashant Gajwani, Dr. Randeep Suneja and Dr. Uttam Tripathy for sponsoring this year's scholarships. Their support goes beyond financial aid—it is a testament to their belief in the future of our recipients and their commitment to helping students realize their full potential.

While the amount of the scholarship is important, what truly makes a difference for our recipients at this stage of their academic and personal development is the recognition and sense of self-worth that comes with being chosen. IDA's mission to inspire continues through these scholarships as a powerful reminder that their hard work, perseverance, and ambition are valued, and that we are dedicated to investing in their potential and shaping their future.

Please join us in congratulating all our recipients. We look forward to following their continued growth and success as they pursue their academic and professional goals. We are also committed to growing our scholarship fund, and increasing our membership is a key step in achieving this. As members, you can help us reach these goals and continue our impact by encouraging your colleagues to join IDA.

May the vibrant colors of Holi continue to brighten this beautiful month of March for each and everyone of you.

Warm regards,

Sangeeta Saikia, M.D.
President, Indian Doctors Association- Houston

IDA HEALTH EQUITY PROGRAM



IN COLLABORATION WITH
SEWA INTERNATIONAL

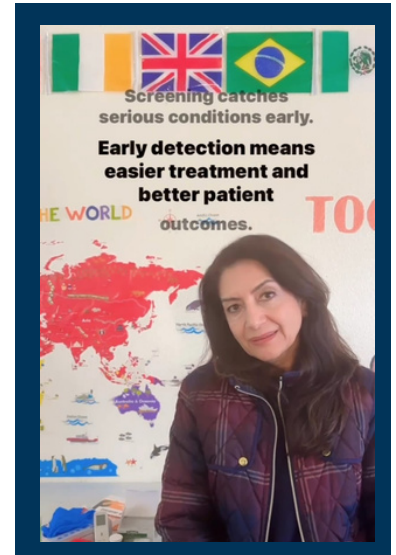
VOLUNTEERS NEEDED!

FOR UPCOMING HEALTH FAIRS
APRIL 19TH, APRIL 26TH, MAY 3RD
10 AM - 1 PM

Contact :
idahoustontx@gmail.com

ON FEBRUARY 22ND, 2025...

IDA member physicians **Dr. Preeti Jolly, Dr. Suparna Chibber, and Dr. Manoj Bhardwaj** volunteered at the SEWA ASPIRE health centers as part of the IDA's Health Equity Program



SERVING WITH IMPACT A PERSONAL EXPERIENCE

- Dr. Suparna Chibber



A few weeks back, I had the opportunity to volunteer at a Health and Wellness Clinic that is a part of IDA's Health Equity program in partnership with SEWA and AmeriCorps. It was held at an Aspire Community center. It was a gloomy and rainy Saturday morning but bright faces welcomed me when I arrived with my teen in tow, who also wanted help. I was surrounded by kind hearted young volunteers who were eager to help. Patients slowly trickled in. Mostly young women and men with a variety of different issues they wanted to discuss or get a second opinion. I was fortunate to meet a young woman who was volunteering to translate for the patients, who herself was fleeing a country where women are only allowed to go to school till 6th grade. She had hope in her eyes, a smile on her face and dreams in her heart to be a pediatrician one day although she knows that that road is not going to be any easier than what she has already travelled.

As a physician, working in clinics like these is both deeply rewarding and challenging. The limited resources often mean that medical interventions are not always as comprehensive as one might wish, requiring a balance between providing immediate advice and making decisions for long-term well-being. Finding the right resources and encouraging the patients to seek out care they need is key. Despite these limitations, the sense of purpose and fulfillment in helping these individuals is immense. There is a deep connection forged with the patients as you see them not only as people seeking care, but as survivors in need of hope and compassion. I sincerely hope, going forward we are able to gain the trust of the people in these communities to help and support in ways they need.

I am immensely grateful to IDA leadership for providing physicians like myself opportunities to participate in community health initiatives like this. It is always inspiring to work alongside people who are committed to the health and wellbeing of humanity.

Coming next Saturday, on March 29th

[CLICK HERE TO RSVP](#)



INDIAN DOCTORS ASSOCIATION HOUSTON

ANNUAL EDUCATIONAL SYMPOSIUM

2025

MARCH 29, 2025

8AM - 2PM

Pinstripes

3300 Kirby Drive, Suite 3A
Houston, TX 77098

~Parking will be validated~

Breakfast and Registration: 8:00 AM

Lunch: 12:30 PM

~FREE EVENT~

Registration Link:

<https://www.eventbrite.com/e/2025-annual-educational-symposium-tickets-1250957249809?aff=oddtcreator>



TRUIST



ZOLL

FEATURING:

- A dynamic line-up of clinical experts and experienced professionals
- Wide range of topics directly relevant to everyday practice
- Special physician focused financial segment

We look forward to your participation in this event.



INDIAN DOCTORS ASSOCIATION HOUSTON

www.idahouston.org

ANNUAL PICNIC 2025

GAMES * MUSIC * FOOD * FAMILY FUN

SUGAR LAND MEMORIAL PARK
SOUTH MEADOW

15300 UNIVERSITY BLVD, SUGAR LAND , TX 77479

APRIL 6TH, 2025
11 AM - 3 PM



FACE PAINTING . BALLOONS . HENNA . ZOOMBA. EGG HUNT. ANTAKSHARI

APRIL 6TH,
2025

CLICK HERE TO REGISTER:

<https://www.eventbrite.com/e/indian-doctors-association-annual-picnic-2025-tickets-1276549697509>

We look forward to seeing you there!



THE LEADERSHIP DIVIDE :

EXPLORING THE GENDER GAP IN MEDICAL LEADERSHIP AND ACADEMIA

- Dr. Aparna Kamat



Women comprise nearly half the medical workforce yet remain significantly underrepresented in the echelons of leadership. According to a 2020 report, only 18% of department chairs and 16% of medical school deans are women. Only 15% of CEO positions are held by women in health care organizations in the USA. This disparity not only limits individual potential but also hinders the advancement of healthcare as a whole.

Fully harnessing the leadership potential of women in medicine would not only drive innovation and improve patient care, but also contribute to the creation of a more inclusive and equitable healthcare system. Empowering women to take on leadership roles would bring diverse perspectives, inspire new approaches to problem-solving, and ensure that healthcare is more representative of the communities it serves. This shift has the power to transform the future of medicine, elevating both the profession and the quality of care provided to patients worldwide.

Understanding the Barriers: A Socio-Ecological Perspective:

Applying Bronfenbrenner's Socio-Ecological Model reveals how interconnected barriers affect women physicians' career choices, advancement, and work-life balance. These challenges manifest across multiple levels, each influencing and compounding the others.

Limited Mentorship and Support: Lack of access to effective mentorship and supportive workplace relationships early in their careers can deter women from pursuing leadership paths.

Work-Life Integration Struggles: Demanding work-life balance challenges, such as demanding shifts and family responsibilities, often force women to choose lower-demand specialties or reduce their work hours. For example, studies show female surgeons are more likely than their male counterparts to transition to part-time work due to responsibilities of caregiving.

Institutional and Cultural Biases: Outdated policies and ingrained industry norms can limit leadership opportunities, particularly in high-pressure specialties like surgery.

Persistent Gender Stereotypes: Prevailing stereotypes influence public perception and career expectations, contributing to the underrepresentation of women in fields like cardiology and neurosurgery.

The Pandemic's Impact and Emerging Opportunities: While more women are entering medical school, leadership representation remains low, a situation worsened by the pandemic. However, the growing acceptance of digital health, like telemedicine, offers new possibilities for women physicians to balance career and family life.

Leveling the Playing Field: Proven Strategies from the Corporate World:

Achieving gender parity in medical leadership requires comprehensive, sustained action. We can learn valuable lessons from corporate best practices. Many corporations have made significant strides in fostering inclusive environments, improving employee engagement, and creating leadership pipelines that can serve as models for other sectors, including medicine. Here are some key lessons that can be applied.

Sponsorship, not just Mentorship: While mentorship provides guidance, sponsorship actively advocates for women's advancement, opening doors to critical opportunities. This is a key differentiator in corporate leadership development.

Leadership Competencies: Corporations prioritize the development of specific leadership skills such as strategic thinking, communication and emotional intelligence through dedicated learning opportunities.

The Power of Networking: Building strong professional networks and strategic relationships is crucial for career advancement, a lesson well-understood in the corporate world.

Personal Branding: Showcasing unique strengths and building a strong personal brand is essential for creating specialized opportunities and achieving recognition.

Redefining Success: Evolving Promotion Criteria: Forward-thinking corporations are broadening their promotion standards to embrace diverse leadership styles, recognizing that effective leadership manifests in various forms.

Invoke Potential

Invoke Potential is an organization founded on the belief that true transformation in healthcare requires equity in leadership. At Invoke Potential, our mission is to empower individuals to reach their highest potential by embracing global perspectives and industry best practices on leadership development. Invoke Potential is led by experienced professionals from both the medical and corporate technology sectors. We are committed to bridging the gap between these worlds, bringing proven corporate leadership strategies to healthcare. Our mission is to empower healthcare professionals through awareness, dialogue, and advocacy, fostering equitable policies and practices that unlock individual potential and drive excellence in medical leadership.

Investing in equitable practices and leadership development is crucial for building a future where women physicians can lead and shape the future of healthcare. Invoke Potential is committed to providing the leadership skills and the training needed for all, and especially women, to succeed. Together, we empower women to navigate the complex landscape of medical leadership and achieve leadership roles, ensuring that their voices and perspectives are not only heard but also valued in shaping the future of healthcare.

A First Step Towards Change

Invoke Potential and the Indian Doctors Association, Houston are partnering to host the first leadership development workshop : ***Empowering Women in Medicine – Triumphs, Trials and the Road to Leadership*** on Sunday, **April 13th** at the Junior League of Houston, 1811 Briar Oaks Lane, Houston, from 4 to 6 pm.

We invite you to participate in this event as a first step in our journey together to build a healthier, more inclusive, and more dynamic healthcare system.



 **INDIAN DOCTORS ASSOCIATION HOUSTON**
PRESENTS

EMPOWERING WOMEN IN MEDICINE

TRIUMPHS, TRIALS, AND THE ROAD TO LEADERSHIP

SUNDAY, APRIL 13TH
4:00 PM- 6:00 P.M.

THE JUNIOR LEAGUE OF HOUSTON
1811 BRIAR OAKS LANE
HOUSTON, TX 77027

In collaboration with

INVOKE POTENTIAL

JOIN US FOR A BOLD CONVERSATION ON NAVIGATING THE PATH TO LEADERSHIP IN PRACTICE, ACADEMIA & ADMINISTRATION

- KNOWLEDGE EXCHANGE
- MENTORSHIP
- NETWORKING
- STRATEGIC PARTNERSHIPS

APRIL 13
4 - 6 PM

[**CLICK HERE TO REGISTER**](#)



COMING SOON...



Indian Doctors Association
Houston

CENTRAL HOUSTON LEARNING & NETWORKING EVENT



Join us at the iconic
TMC3
MAY 29th, 2025 * 6:00 PM

IDA HOUSTON PRESENTS

GOLD & GIVING

Saturday,
May 17th

IN COLLABORATION WITH
TANISHQ
2335 Post Oak Blvd, Houston, Tx 77056

IDA SOCIAL MEDIA

Follow us!



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@houstonindian



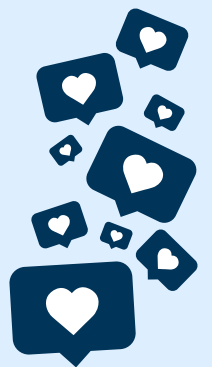
Indian Doctor's
Association Houston



@idahoustontx



@doctors_india



Contact: idahoustontx@gmail.com Website: www.idahouston.org

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INDIAN DOCTOR'S ASSOCIATION

BECOME A VOLUNTEER



CALL FOR VOLUNTEERS

**HELP STRENGTHEN IDA'S
PHYSICIAN VOLUNTEER PANEL**

MENTORSHIP

- Medical Students Career Guidance program
- International Medical Graduate Observerships

HEALTH EQUITY PROGRAM

- Community clinics
- Health Fairs
- Speakers Forum

REACH OUT TO: IDAHOUSTONTX@GMAIL.COM