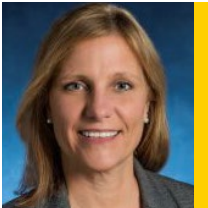


2024 Women's History Month Achievers Award Winners



WINNERS



Diane Brown, R.N., M.S.N.
*Senior Research Nurse
Johns Hopkins University School of Medicine*

Learning, speaking up, professionalism and kindness are ideal words to define Diane Brown's leadership style. They also drive her passion for improving patient care and for working with her colleagues. As a research nurse for more than 20 years, Brown is as comfortable leading a large group of 40 as she is leading a small group of five. In any setting, her expertise shines through. She led the merger of two large research groups, and helped transform the Transplant Oncology Infectious Disease Research Group into an efficient model in the Clinical Trials Core at the Transplant Research Center (TRC).

Brown coaches her staff members to find their voices, and she models the importance of conducting oneself professionally. She encourages her team to take a leadership course every year for professional development experience. She observes their work styles and, whenever possible, provides opportunities to match project tasks to their strengths. Her "lead by example" model is recognized by patients, peers and management. In recent years, Brown inspired women to own their roles as subject matter experts and to share their ideas with senior leadership and principal investigators when they see a better path forward that benefits patient care. She has changed many lives — and careers — for the better.

In addition to providing a safe space for staff members to share their thoughts respectfully, Brown creates a culture of learning at the TRC. She has presented talks about how a culture of learning looks and how the TRC could embody that culture. She holds her team accountable to the values of diversity, leadership and respect each day. One of Brown's favorite pieces of advice is: This is a safe place to fail. This makes her team feel supported and more empowered to give their best effort at all times.



Allison Fernandez, M.D.
*Pediatric Anesthesiologist
Johns Hopkins All Children's Hospital*

Allison Fernandez is passionate about women's empowerment in medicine. As a leader in the pediatric anesthesiology arena, Fernandez works to ensure women and girls have the resources they need to pursue studies in the medical field. In her role as adviser to the Women in Medicine and Science Committee at Johns Hopkins All Children's Hospital, Fernandez established a mentoring program for committee members, conducted workshops and coached women physicians at the hospital. She believes fostering diversity in medicine enhances the scope of discovery and promotes inclusivity, which benefits everyone in health care.

To bring awareness to the disparity of women in leadership roles in the medical profession, Fernandez partnered with the American Society of Anesthesiologists to launch and host a video series titled Women of Impact in Anesthesiology, which spotlights accomplished women leaders in the field. The interview-style videos highlight the experiences and unique journeys that propelled these women into leadership positions in anesthesia. Viewers not only hear about the challenges women leaders face, but also gain valuable insight into how these remarkable women overcame their obstacles.

Fernandez's commitment to women in leadership extends beyond the video series. She has participated in workshops and spoken on the topic at national meetings. The feedback she receives is invaluable, as it helps to further promote her efforts to advocate for more women in leadership positions.