History

The first National Woman's Day was observed on Feb. 28, 1909, in New York as a way to recognize women’s rights and labor. In 1981, then Maryland congresswoman (later senator, and now Johns Hopkins professor) Barbara Mikulski and Sen. Orrin Hatch cosponsored the first joint congressional resolution requesting the president to proclaim the week of March 7, 1982, as Women’s History Week. In 1987, Congress designated March as Women’s History Month to recognize how “American women of every race, class and ethnic background” have played “a critical economic, cultural and social role in every sphere of our Nation’s life.” Each year since, the president has issued a special proclamation to honor the lives and achievements of American women.

Women's Impact in Science

In science and technology, women have been unsung heroes. Women were leaders in building the early foundation of modern computer programming, discovery of radioactive particles and unveiling the structure of DNA.

At Johns Hopkins Medicine

- 73% of all employees are women+
- 54% of patients served are women+
- 93.2% Maryland women have access to health insurance

Women's Impact at Johns Hopkins

Johns Hopkins has been a pioneer in promoting women’s health and education in the medical fields.

1889 - One of the first schools to offer nursing training, the Johns Hopkins School of Nursing was founded concurrently with The Johns Hopkins Hospital. Early leaders of the school went on to found the organization that became the National League for Nursing, and they helped establish the American Nurses Association.

1890 - Five Baltimore women—Martha Carey Thomas, Mary Elizabeth Garrett, Mary Gwinn, Elizabeth King and Julia Rogers—formed the Women's Fund Committee to raise money to open the school of medicine, with the condition that women must be admitted.

1893 - When the school opened, three of the 18 students in the first class were women. Though coeducational undergraduate education would not start until 1970, women have played key roles as faculty members and graduate students at Johns Hopkins.

1917 - Florence R. Sabin was appointed the first woman professor at the school of medicine.

1918 - The school of hygiene and public health opened, and women made up one-third of the faculty.

1994 - 53 percent of the school of medicine’s incoming class was women, outnumbering men for the first time.

2016 - Redonda G. Miller becomes the first woman president of The Johns Hopkins Hospital.

2020 - Namandje Bumpus becomes the first African American woman department chair in the Johns Hopkins University School of Medicine and only African American woman chairing a pharmacology department at a medical school in the United States.

+(Fiscal Year 2017)
Influential Women at Johns Hopkins

We would like to highlight these women for their ongoing contributions to Johns Hopkins and for their support of its mission. You can also visit the Johns Hopkins Women in Leadership website to meet women in the school of medicine who are influential in medicine and science.

Deborah Baker, D.N.P., A.C.N.P., N.E.A.-B.C.
Senior Vice President for Nursing, Johns Hopkins Health System
Vice President for Nursing and Patient Care Services, The Johns Hopkins Hospital

As the health system’s first senior vice president for nursing, Deborah Baker partners with the chief nursing officers and leaders at Johns Hopkins hospitals and outpatient care settings to ensure integration of services and alignment with the health system’s strategic goals and objectives. She is accountable for enhancing a clinical practice environment that is patient centered, with unsurpassed clinical quality and patient safety, while also making significant contributions to education and research, ensuring nursing practice at the highest scope of licensure. Dr. Baker first came to Johns Hopkins as a student, earning her bachelor’s, master’s and doctoral degrees from the Johns Hopkins University School of Nursing. She joined the staff of The Johns Hopkins Hospital in 1992 as a clinical nurse in the Department of Surgery. Dr. Baker has served in a variety of nursing leadership roles at The Johns Hopkins Hospital, including her most recent position as the director of nursing for surgery, Wilmer Ophthalmology, and the comprehensive acute care rehabilitation unit (2008–2015). She is doctor of nursing practice faculty at the Johns Hopkins University School of Nursing and associate dean for health systems partnership and innovation.

Renee Blanding, M.D., M.P.H.
Vice President of Medical Affairs, Johns Hopkins Bayview Medical Center
Assistant Professor of Anesthesiology and Critical Care Medicine

Renee Blanding has served as medical director of the operating room and staff anesthesiologist at Johns Hopkins Bayview Medical Center, where she’s worked for almost 30 years, and became vice president of medical affairs in July 2011. In addition to working closely with the executive team, medical and hospital staff, her job scope covers credentialing and risk management issues as well. Dr. Blanding has been recognized as an eloquent speaker on historical matters and is often requested to share her knowledge on such topics, especially during Black History Month, and serves as an executive co-champion for the Johns Hopkins Diaspora employee resource group. She is passionate about community engagement and volunteerism. Her love for reading was instilled in her at a young age, and that passion and appreciation for reading led Dr. Blanding to tackle the challenge of improving literacy among Baltimore’s underserved children. In 2013, she created the city’s Readership to Leadership literacy program, where she works closely with East Baltimore elementary schools to establish reading and spelling bees for children in grades two to six. Dr. Blanding buys books for the students to read during school breaks, and leads book discussions at events such as awards ceremonies and pizza parties. “It’s a magical time,” says Blanding, who was honored by the Johns Hopkins University Alumni Association with a 2020 award for community service.

Judy Huang, M.D.
Vice Chair, Neurosurgery, Johns Hopkins University School of Medicine
Professor of Neurosurgery

In 2020, Judy Huang was named to the board of directors of the American Board of Neurological Surgery, dedicated to ensuring the highest standards of neurosurgical education and training in the U.S. — the first faculty member from Johns Hopkins elected to serve in this noteworthy capacity. She serves as program director of the neurosurgery residency and director of the Cerebrovascular Surgery Fellowship Program. In addition, she is the director of neurosurgery, chair of the medical board, and chief of cerebrovascular neurosurgery at Johns Hopkins Bayview Medical Center, a comprehensive stroke center. Dr. Huang’s clinical and research interests are focused primarily on arteriovenous malformations, cerebral aneurysms, and ischemic and hemorrhagic stroke. She is dedicated to outcomes research and understanding the natural history of potentially devastating hemorrhage from brain arteriovenous malformations. She has won numerous awards for excellence in teaching and clinical care, including the Richard Otenasek Teaching Award and induction into the Miller-Coulson Academy of Clinical Excellence in 2011, and she is active in national neurosurgical organizations, particularly the Society of Neurological Surgeons, Neurosurgical Society of America, American Association of Neurological Surgeons and Congress of Neurological Surgeons.
Influential Women at Johns Hopkins

Redonda Miller, M.D., M.B.A.
President of The Johns Hopkins Hospital

Redonda Miller is president of The Johns Hopkins Hospital, a 1,100-bed academic medical center with $2.5 billion in operating revenue and more than 10,000 employees. Since her appointment in 2016, she has led successful efforts to expand the world-renowned hospital’s focus on high value care, to enhance safety and the patient experience, and to improve the health of all populations.

During Dr. Miller’s tenure, The Johns Hopkins Hospital has been consistently recognized for clinical excellence, maintaining its ranking among the top three hospitals in the nation on the U.S. News & World Report Honor Roll and earning its fourth consecutive Magnet designation for nursing excellence from the American Nurses Credentialing Center. In 2019, the hospital received gold certification for person-centered care from Planetree International, becoming the largest academic medical center in the world to be certified by the organization.

Dr. Miller arrived at Johns Hopkins as a medical student in 1988. She joined the medical faculty in 1997 and earned a master’s degree in business administration from The Johns Hopkins University in 2004. Since then, she has served in several administrative roles of increasing responsibility, including vice chair of clinical operations for the Department of Medicine and senior vice president of medical affairs for the Johns Hopkins Health System.

A practicing internist, Dr. Miller continues to see patients, and her firsthand experience helps inform the decisions she makes to ensure that patients receive the highest quality care and that providers and staff members are supported in their work.

Dr. Miller is active in several community and professional organizations, volunteering her time as chair of the 2019 Greater Maryland Heart Walk and as a member of the Maryland Hospital Association’s executive committee and the Gilchrist board of directors. Her many honors include being named among 100 great leaders in health care by Becker’s Hospital Review and as one of the top 25 women leaders in health care in 2019 by Modern Healthcare magazine.

Paula M. Neira, J.D., M.S.N., R.N., C.E.N.
Clinical Program Director, Johns Hopkins Center for Transgender Health

Paula Neira graduated with distinction from the United States Naval Academy in 1985. A surface warfare officer, she served as a regular and reserve officer, including in mine warfare combat during Operation Desert Storm. Her military decorations include three Navy Commendation Medals, the Navy Achievement Medal and the Combat Action Ribbon as well as numerous unit, campaign and service awards. After leaving the Navy in 1991, Neira began her career as a registered nurse, became certified in emergency nursing, and focused her career on adult emergency care and trauma resuscitation. Neira served as the nurse educator in emergency medicine at The Johns Hopkins Hospital from 2008–2016, and in November 2016, she became the first clinical program director of the Johns Hopkins Center for Transgender Health. An attorney and member of the Maryland State Bar Association since 2001, Neira was a leader in the repeal of the “don’t ask, don’t tell” policy, and for more than a decade has been recognized as one of the nation’s leading experts on transgender military service. In 2015, Neira made naval history by becoming the first transgender Navy veteran to have her discharge documentation updated to reflect her correct name by order of the Navy. In 2016, the secretary of the Navy named her the co-sponsor of the USNS HARVEY MILK (T-AO-206), and in 2018, Neira was awarded the GLMA Achievement Award recognizing her work as an LGBTQ+ advocate and in advancing transgender health care.
Inez Stewart has more than 25 years of experience in human resources management and a deep understanding of its role in academic medicine. In her role at Johns Hopkins, she leads a team of human resources professionals who focus on attracting, engaging, developing and retaining the best people who will provide the highest quality of care for our patients. Stewart works collaboratively with the leadership of Johns Hopkins Medicine to create a culture of diversity and inclusion, pathways for employee development and advancement, and programs that invest in employee health and wellness. She also works with the human resource leaders and the health system’s presidents to further the strategic priorities of Johns Hopkins. Before joining Johns Hopkins, Stewart served as vice president and chief human resources officer for Boston Children’s Hospital. She has also held several senior executive human resources posts, including vice president of human resources at Tufts Medical Center and various vice-presidential posts with the Polaroid Corporation, Arthur D. Little Inc. and the Lotus Development Corporation. Stewart earned her bachelor’s degree from Boston College and her master’s degree, with a concentration in human resource management, from Cambridge College. She has served on the boards of many organizations, including Boston Children’s Museum, Massachusetts Cultural Council, Rogerson Communities and Eastern Bank Corporation. She was president of the Conexcion board of trustees and is on the board of directors for the Hispanic Federation of New York. Stewart is the proud recipient of Boston Business Journal’s Hispanic executives “20 on the Move” award and most recently the 2018 American Dream Award from the Maryland Hispanic Business Conference for her mentorship to young Hispanic/Latinx professionals.

Bonnielin Swenor is an epidemiologist and associate professor at the Johns Hopkins Wilmer Eye Institute and the Department of Epidemiology at the Johns Hopkins Bloomberg School of Public Health. She is the founder and director of the Johns Hopkins Disability Health Research Center, which addresses health disparities for people with disabilities and aims to shift the paradigm from “living with a disability” to “thriving with a disability.” Dr. Swenor’s career is motivated by her personal experience with visual impairment, and her research focuses on establishing evidence, developing strategies and shaping policy to maximize health, inclusion and equity for people with disabilities. She is a principal investigator for the Swenor Research Group, a team that studies vision and aging issues, disability health inequities and inclusion, and access to care for people with visual impairments and other types of disabilities.
Health Disparities

**FERTILITY RATE:** 5.83 births per 1,000 women aged 15-44

- 5.83% White women
- 11% American Indian and Alaska Native women
- 6% Asian or Native Hawaiian or Other Pacific Islander women
- 8% Hispanic/Latinx women
- 10% Black women

**MATERNAL MORTALITY:**
Black/African American and American Indian/Alaska Native women are 2-3 times more likely to die from pregnancy-related causes and experience severe maternal morbidity and mortality than women of other racial and ethnic groups.

**INFANT MORTALITY:**
Mortality rates for Black/African American, Native Hawaiian or Other Pacific Islander, and American Indian/Alaska Native women are more than double, double, and almost double that of white women, respectively.

**SEXUAL AND GENDER MINORITY WOMEN: LESBIAN, BISEXUAL AND TRANSGENDER WOMEN**
- Lesbian women are less likely to get preventive services for cancer.
- Lesbian and bisexual women are more likely to be overweight or obese.
- Bisexual women are at greater risk of rape, physical violence, and stalking than lesbian and heterosexual women.
- Sexual and gender minority female youth have a heightened risk for a spectrum of mental health issues due to a lack of acceptance, harassment and discrimination.

**HEALTH CONDITIONS IN WOMEN**

- 1 in 13 women will develop cervical cancer.
- 1 in 10 women have diabetes in the U.S.
- 1 in 8 women will develop breast cancer.
- Nearly 1 in 4 women report anxiety or an anxiety-related disorder.
- Twice as likely to report a major depressive episode compared to men.
- 1 out of 4 deaths of women result from cardiovascular diseases or stroke.

**WOMEN, CAREGIVING AND COVID-19**
2 out of 3 caregivers in the United States are women, meaning they provide daily or regular support to children, adults, or people with chronic illnesses or disabilities.

Women who are caregivers have a greater risk for poor physical and mental health, including depression and anxiety. The COVID-19 pandemic can add even more stressors to caregiving. As a caregiver, taking care of yourself and getting the help you need are important. Taking care includes maintaining healthy behaviors, managing stress, and seeking extra support, or, especially during COVID-19.

Johns Hopkins Medicine Resources to Assist with Caregiving During COVID-19:
- Called to Care: A Program for Family Caregiver
- Office of Well-Being: Parenting and Caregiving during COVID-19
National Women’s History Month

The Status of Women in Maryland

- #2 nationally for pay equity between women and men*
- AND
- #2 nationally for women-owned businesses*
- #6 nationally for women’s overall labor participation*

*(2015) | #(2017) | +(Fiscal Year 2017)

The Status of Women in Maryland

Resources

Women’s History Month
womenshistorymonth.gov/

National Women’s History Museum
womenshistory.org/

National Women’s History Alliance
nationalwomenshistoryalliance.org/

National Women’s Law Center
nwlc.org/about/

Johns Hopkins Resources

Johns Hopkins Medicine Women in Leadership
hopkinsmedicine.org/about/women-in-leadership/

Johns Hopkins Office of Women in Science and Medicine
hopkinsmedicine.org/women_science_medicine/

The Women of Hopkins
womenofhopkins.com/

Hopkins Women Faculty Forum
womenfacultyforum.wordpress.com/

The Woman’s Club of Johns Hopkins University
web.jhu.edu/jhuwomansclub

Women of Hopkins Affinity Group
alumni.jhu.edu/affinitygroups/womenofhopkins

The Academy for Women and Leadership
carey.jhu.edu/programs/executive-education/programs-individuals/academies/women-and-leadership

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#HopkinsBetterTogether

The Status of Women in Maryland

#2 nationally for pay equity between women and men*
AND
#2 nationally for women-owned businesses*
#6 nationally for women’s overall labor participation*

*(2015) | #(2017) | +(Fiscal Year 2017)

The Status of Women in Maryland

Women in the Workforce

- more than 39% work in occupations where women make up at least three-quarters of the workforce
- 7.4% of Fortune 500 companies have women CEOs
- 15% DOD active-duty military personnel
- 50% U.S. workers
- 39% of all faculty (all ranks) are women

Women own close to 10 million businesses, accounting for $1.4 trillion in receipts

The gender gap in pay has narrowed since 1980, particularly among younger workers, but it still persists. In 2020, women earned 81% of what men earned, both full- and part-time U.S. workers

Women of Hopkins

- Women’s History Month
- National Women’s History Museum
- National Women’s History Alliance
- National Women’s Law Center
- Johns Hopkins Medicine Women in Leadership
- Johns Hopkins Office of Women in Science and Medicine
- The Women of Hopkins
- Hopkins Women Faculty Forum
- The Woman’s Club of Johns Hopkins University
- Women of Hopkins Affinity Group
- The Academy for Women and Leadership

#HopkinsBetterTogether