giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

WfOH

Women for One Health

NETWORK

Bioinformatics and Biotechnology
UNIVERSITY OF NAIROBI

Centre for Bioinformatics and Biotechnology, University of Nairobi, Kenya

CENTER FOR ONE HEALTH
UNIVERSITY OF GLOBAL HEALTH EQUITY

Center for One Health, University of Global Health Equity, Rwanda

Center for Global Health
Universitäts Klinikum

Department of Neurology, TUM University Hospital and Center for Global Health, TUM School of Medicine and Health, Technical University of Munich, Germany

Educating Women in Medicine with an Integrated One Health & Gender Perspective

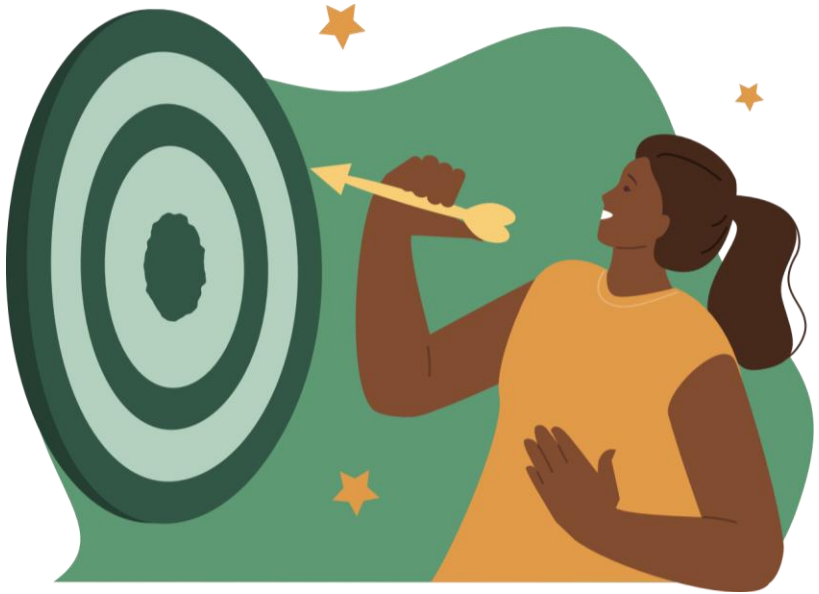
CENTER FOR ONE HEALTH
UNIVERSITY OF GLOBAL HEALTH EQUITY

WfOH
Women for One Health
NETWORK

Phaedra Henley, PhD, MSc
Chair & Assistant Professor
Center for One Health, UGHE
ECTMIH
October 2, 2025

Outline

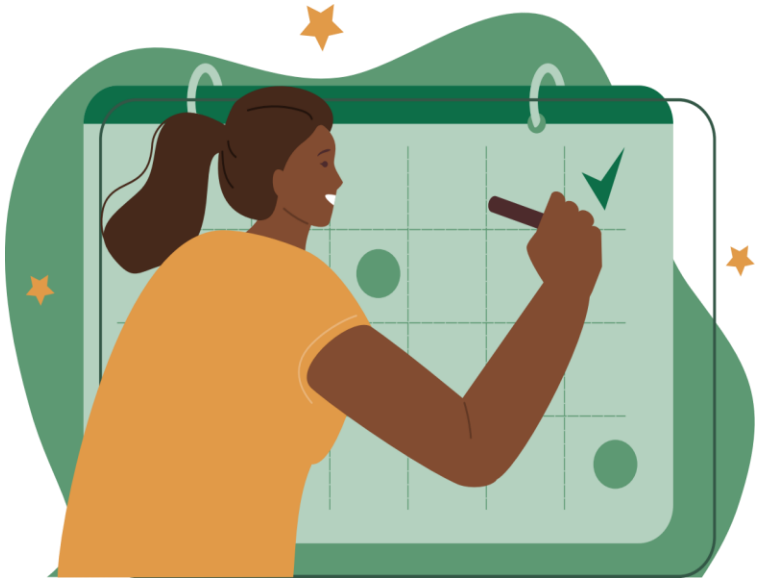
1. **Why this matters** – Women, One Health & gender equity
2. **UGHE case study** – Admissions, training, culture
3. **Impact** – Leadership & health systems
4. **Take-home messages** – Lessons & next steps



Women, One Health & Gender Equity in Medicine

- Women = **>70% health workforce**, but **<25% leadership**[1]
- **Emerging health threats**: zoonoses, AMR, climate-sensitive diseases[2,3]
- **Gender biases** in care & research[4,5]
- Medical education often **siloed**; **integrated** training is key[6]

Why this matters: Leadership diversity + integrated training → stronger health systems



[1]WHO, 2021; [2]Aslam & Aljasir, 2025; [3]CDC, 2025; [4]Moretti et al. 2023; [5]Merone et al. 2022; [6]Reilly et al. 2024

Why Educating Women in Medicine Matters

- **Female internists**: lower 30-day mortality & readmissions[1]
- **Female surgeons**: fewer complications at 90 days & 1 year in a cohort of ~1M surgeries[2]
- **Female physicians**: more patient-centered communication[3]

White Coat Ceremony at UGHE

[1]Tsugawa et al., 2017; [2]Wallis et al., 2023; [3]Roter, Hall & Aoki, 2002

UGHE Case Study: Increasing Women in Medicine

- **Equity-focused admissions:** 70% women by policy
- **Removing barriers:** Tuition-free, room & board, hygiene products
- **Mentorship & leadership**: Programs & women faculty role models[1]
- **Inclusive culture:** Faculty-student relationships 'symmetrical' & empowering[2]

Inaugural Class of Medical Students at UGHE

[1]Neil et al. 2024; [2]Bekele et al. 2024

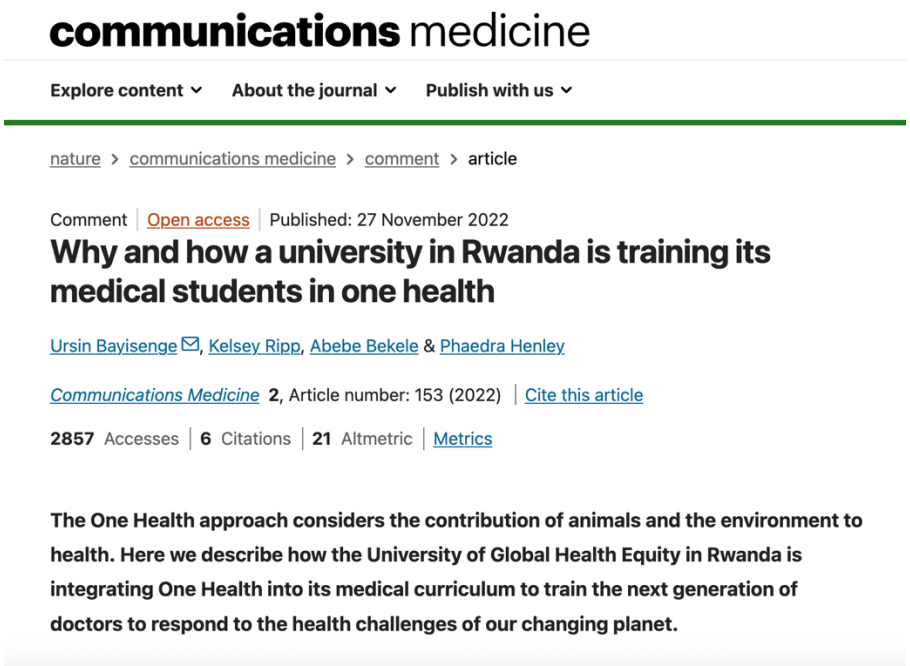
Why Integrating One Health in Medicine Matters

- **Interdisciplinary readiness**: Equips doctors for zoonoses, AMR & climate threats[1,2]
- **Early detection:** Collaboration speeds identification of emerging risks[3]
- **Coordinated responses:** Cross-sector work strengthens systems[3]
- **Exposure-informed care**: Animal/ environmental contact questions improves diagnosis[4]

UGHE One Health Field School at a Rice Farm

[1]Cai et al., 2024; [2]Henley & Shyaka, 2025; [3]Rabinowitz & Conti, 2013; [4]Marshall et al., 2002

UGHE Case Study: One Health & Medicine



communications medicine

Explore content ▾ About the journal ▾ Publish with us ▾

nature › communications medicine › comment › article

Comment | Open access | Published: 27 November 2022

Why and how a university in Rwanda is training its medical students in one health

Ursin Bayisenge ✉, Kelsey Ripp, Abebe Bekele & Phaedra Henley

Communications Medicine **2**, Article number: 153 (2022) | Cite this article

2857 Accesses | **6** Citations | **21** Altmetric | Metrics

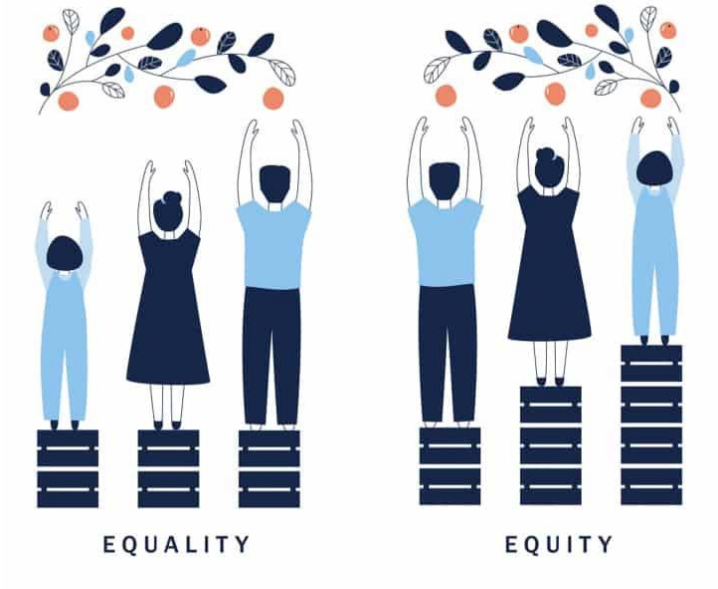
The One Health approach considers the contribution of animals and the environment to health. Here we describe how the University of Global Health Equity in Rwanda is integrating One Health into its medical curriculum to train the next generation of doctors to respond to the health challenges of our changing planet.

- Integration occurs during basic sciences & clinical years[1]
- Students ask One Health questions during **Patient History**[1]
- **Clinical Impact**: Improved diagnostic skills for zoonotic & environmentally-linked conditions[2]
- Dedicated **Center for One Health**

[1]Bayisenge et al., 2022; [2]Bayisenge et al., 2025

Why Integrating Gender Equity Training in Medicine Matters

- **Disease differences:** Men & women experience different patterns & progression[1]
- **Bias in training & care:** Gender bias affects education & clinical practice[2,3]
- **Health outcomes:** Addressing gendered risks improves diagnosis & treatment[4]
- **Inclusive systems:** Training builds equity into policies & care models[4]



[1]Westergaard et al. 2019; [2]Yaman et al. 2023; [3]Arsever et al. 2023; [4]Etsey et al, 2025

UGHE Case Study: Training in Gender Equity & Liberal Arts

- **Widening perspectives:** Deepens understanding of gender, equity & justice[1]
- **Critical thinking & advocacy:** Confidence in discussing sensitive topics & advocacy[1]
- **Clinical impact:** Fostered empathy & holistic care by linking gender & social inequities to patient outcomes[1]
- Dedicated **Center for Gender Equity**

[1]Bekele et al. 2024

The Multiplier Effect

- **Integrated education:** Reforms create cross-disciplinary synergy
- **Beyond the classroom:** Skills influence clinical practice & research
- **Leadership pipeline:** Equipped to lead with equity & interdisciplinarity
- **System-wide impact:** One curriculum reform → ripple effects across health systems & communities

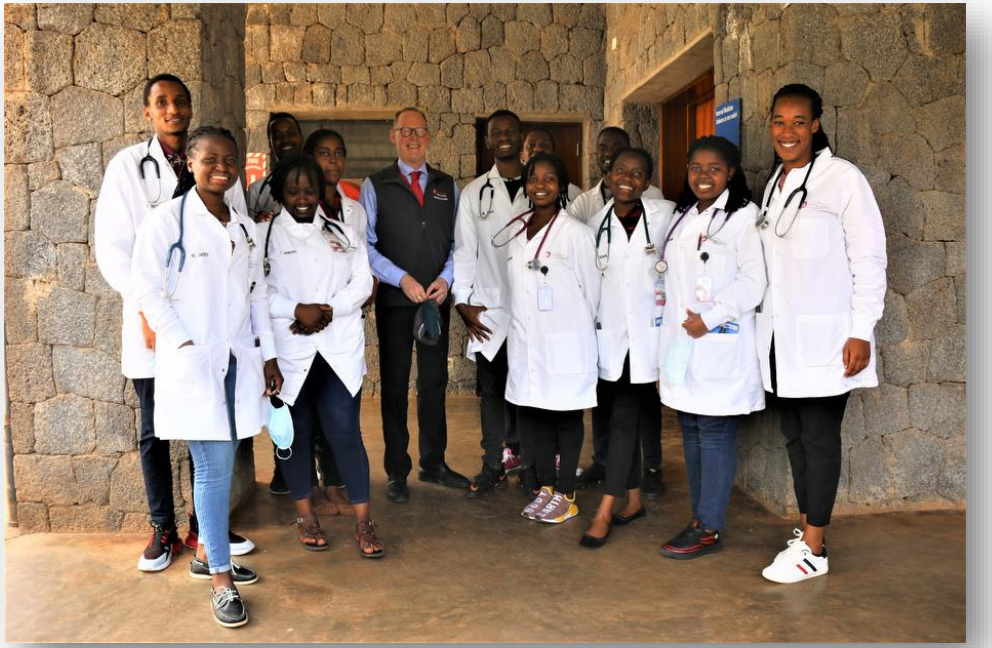
One Health & Gender Panel at MedEd Conference

Diverse leadership + integrated training → resilient, inclusive systems

Women for One Health Network Secretariats at UGHE

“The most costly failures are failures of imagination.”

– Dr. Paul E. Farmer (1959–2022), Founder of UGHE



UGHE Medical Students with Dr. Paul Farmer

Acknowledgement

We extend our gratitude to GIZ for their generous funding and continuous support towards our network activities

(Funding nr. 81300389)

giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

Thank you! Murakoze!

WfOH
Women for One Health
NETWORK

email: phenley@ughe.org

giz Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

WfOH

Women for One Health

NETWORK

Bioinformatics and Biotechnology
UNIVERSITY OF NAIROBI

Centre for Bioinformatics and Biotechnology, University of Nairobi, Kenya

ity

CENTER FOR ONE HEALTH
UNIVERSITY OF GLOBAL HEALTH EQUITY

Center for One Health, University of Global Health Equity, Rwanda

Center for Global Health

Universitäts Klinikum

Department of Neurology, TUM University Hospital and Center for Global Health, TUM School of Medicine and Health, Technical University of Munich, Germany

9th world one health CONGRESS

JOIN THE ONE HEALTH COMMUNITY

LISBON
PORTUGAL

4-7 SEPTEMBER 2026

www.onehealthcongress.org