

Becoming: A Founder (Esther Choo // TIME'S UP Healthcare & Equity Quotient)

“You can’t treat inequity like a monolith. It’s not just: Womxn have inequity compared to men. We’re done here. You know? When you do that, the womxn who benefit are the womxn of greatest privilege. [Intersectionality] has to be this very deliberate thing built into every moment with constant self awareness.”

Esther Choo

[Transcription](#)

[Website](#)

[Episode Audio](#)

Quick Summary:

Esther Choo, MD MPH is an Associate Professor in the Center for Policy and Research in Emergency Medicine at Oregon Health & Science University. She is a practicing physician and researcher, with expertise in drug policy, injury, and gender disparities in healthcare. With some experience in journalism, coming from a public health background and now a physician-scientist, and being an activist for women and minorities in healthcare, the intersections of Esther’s interests and passions come to a head in everything that she does. From founding her company Equity Quotient, a company that provides metrics of healthcare culture, to helping found TIME’S Up Healthcare, an initiative of the TIME’S UP Foundation, her heart and head for investigating issues in healthcare, policy, advocacy, and equity, are inspiring to see. I’m excited for you to take a listen!

What To Listen For:

- Intro + background on Esther (3:52)
- What inspired her to pursue a career in medicine (9:05)
- How being a physician-scientist helps against burnout (11:58)
- On starting TIME'S UP Healthcare and Equity Quotient (16:50)
- On intersectionality (21:00)
- Why we approaching sexual harassment as a clinical problem can provide a new perspective (23:28)
- What she believes needs to change in the healthcare space to achieve equity (27:22)
- Her experience as a physician of color (31:30)
- How she views her work and identity (38:31)
- How she's becoming her fullest self (40:56)
- On her podcast *Doctor's Log* (45:09)

Guest Bio:

Esther Choo, MD MPH is an Associate Professor in the Center for Policy and Research in Emergency Medicine at Oregon Health & Science University. She is a practicing physician and researcher, with expertise in drug policy, injury, and gender disparities in healthcare. She is cofounder of Equity Quotient, a company that provides metrics of healthcare culture. She is a founding member and strategic lead for TIME'S UP Healthcare, an initiative of the TIME'S UP Foundation, which advocates for safety and equity in the healthcare workforce. Her published work on gender inequity and sexual harassment in healthcare includes pieces in the New England Journal of Medicine, The British Medical Journal, and Harvard Business Review, and she writes a regular column for The Lancet focused on health inequities.

Links:

Esther's LinkedIn: <https://www.linkedin.com/in/estherkchoo/>

Esther's OHSU Profile: <https://www.ohsu.edu/people/esther-k-choo-md-mph>

Esther's Twitter: [@choo_ek](https://twitter.com/choo_ek) (give her a follow!)

Esther's Podcast: <https://www.radio.com/media/podcast/doctors-log>

Equity Quotient's Website: <https://www.eqmedicine.com/>

TIME'S UP Healthcare's Website: <https://timesupfoundation.org/work/times-up-healthcare/>

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- [Everyone Needs a Personal Board of Directors](#)
- [Chimamanda Ngozi Adichie](#)