

FORWARD Lecture Series Women Faculty Luncheon

“Four patterns of gender bias and how to make sure they don’t derail your career”

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- Find allies
- Visibly spend time on what is valued
- Suck it up and find a way to vent
- Fight battles that can be fought
- Find a support network
- Interact with those who seem to be judging you to let them get to know you and work to change their perception
- Self-promote
- Mix the masculine and feminine
- To deal with being “too masculine” — The “what a witch” problem:
 - Know your audience
 - Tone control: Humor
 - Anger: Plan it or if you lose, go back and restate
 - Stand your ground but with softeners (e.g. wear heels or do emotional work)
 - In the context of conflict, use “I” statements in difficult conversations
 - Keep accurate, careful records in real time of your achievements
 - Strategies for self-promotion
 - Team: We accomplished this, and I want to thank them. Celebrating other people
 - Posse: Help your network (men and women) to promote you: let them know so you’re not being a self-promoter. Also, help celebrate, too
 - Also works for responding to difficult situations
 - If you are an introvert, accept that networking is part of your job
- Choose some tasks that you do and do gracefully that will give you high visibility or that you find highly satisfying, and say no to others gracefully: I really enjoyed that committee, but I’m in a different stage in my career; I think that would be really great for person X, and committee/work Y would be good for me.
- Counter descriptive bias with information. For example, if you intend to pursue career, say so. If you intend to travel, say so. If you are the primary earner, say so. If your partner is willing to move, say so.
- Counter prescriptive bias by statements, and don’t internalize.
- Know the legality of issues. Denying leave is illegal. Treating men and women different around leave is illegal
- When faculty without children are asked to work more to compensate for faculty with children, it’s important for faculty with children to interrupt that pattern
- Have empathy