Welcome!

WOMEN IN ASTRONOMY AND PLANETARY SCIENCE

DISCUSSION HOUR
DPS 2013
SCHEDULE

12:15
- Some WIPS-related News and Resources
- Leadership Discussion

1:10
Open Announcements/Discussion
BUT FIRST...

To the DPS Committee

and YOU!
News and Resources
(to share)
WIPS Blog Updates

Still working on more interviews 😊 (guide to interviewing will be posted soon)

Contact Kelsi Singer if you are...

- Willing to be interviewed
- Willing to interview
- WIPS working group

Current WIPS Blog Committee
Barbara Cohen, Vicky Hamilton, Sarah Noble, Jen Piatek, Kelsi Singer, (Emily Lakdawalla - logistics), Erin Ryan (Pinterest)

Contributors
Above plus Kat Gardner-Vandy, Kate Craft, Lillian Ostrach, Lynnae Quick, Nicole Zellner, Alessondra Springmann
DPS Professional Development Committee

- WIPS lunch now part of the above 😊
- Dependent care grants (5, $250 grants given)

Additionally:
- Early Career Reception
- Sunday workshops (negotiation this year)
- Working on a Mentoring Program

Committee
Karly Pitman (Chair), Kelsi Singer, Majd Mayyasi, Sarah Horst, Laura Woodney, Amy Lovell, Al Khayat, Sona Hosseini, Ross Beyer, Jason Barnes

http://dps.aas.org/development
IN THE NEWS

Women in Science/Leadership = Hot Topic!

• Lots of the good stuff on WIPS blog, AASWomen blog/newsletter, Astrobetter blog/wiki

• Nature special on women in science
http://www.nature.com/news/specials/women/index.html

• Various books...

[Images of book covers: ask FOR IT, LEAN IN, WONDER WOMEN, Tina Fey]
Welcome to WorkLife Law’s Gender Bias Learning Project!

Gender bias in academia is alive and well. Identifying and understanding the distinct patterns of gender bias is the first step towards ensuring that bias does not derail your career. The Center for WorkLife Law, with support from a NSF ADVANCE leadership grant, has developed this on-line gender bias training that teaches you to identify the four basic patterns of gender bias:

- Prove it Again!
- The Double Bind
- The Maternal Wall
- Gender Wars

Although gender bias is a serious topic with professionally damaging consequences, WorkLife Law’s gender bias training website offers a zany, brainy approach that allows you to learn what you need to know, share your experiences, and have fun in the process.

http://www.genderbiasbingo.com/
New Institutional Resources: STEMiNARs

Example Topics:

• Best Practices for Family Friendly Policies
• Why women leave
• Legal info about “Family Responsibilities Discrimination”
AAUW
(American Association of University Women)

Breaking through Barriers
for Women and Girls

www.aauw.org
aauw-research@aauw.org
Why So Few? presents evidence that social and environmental factors contribute to the underrepresentation of women and girls in STEM.

Eight research findings in three areas:

• How social and environmental factors shape girls’ achievement and interest in math and science

• The climate of college and university science and engineering departments

• Continuing influence of bias
Women are “harder on themselves” in terms of assessing their abilities in math and science fields.

Does this rectangle have more black or more white?
Set clear performance standards
Help girls recognize their career-relevant skills

Note: Respondents were asked, “How high would you have to score to be convinced that you have high ability at this task?”
Leadership
WHY?
Proactive = good
Knowledge = good
Self-development = good
Help from others = good

Empowering
For yourself, for others, small changes → big impact 😊
WHY?
Are there not equal numbers?

Internal Pressures                        External Pressures

NOT:
- Meant to say it is your fault or all anyone in particular’s fault
- Or that all women want to be leaders and they are being held back :P
- Or that all women (or all people) are good/bad at the same things

(I am not an expert! 😊 you might be!)
Fredia Woolf – Prof. Dev. Coach

Audio Clip of Radio Interview - Link
- Why it is good for companies to promote women

- **High level management** needs to be aware of the benefits of having more women in leadership and willing to allocate resources to alleviate the problem

- **System needs to be examined:** what workplace policies have a positive or detrimental impact, what cultures, etc. – are people aware of their unconscious biases and how they affect what is going on?
Fredia Woolf – Prof. Dev. Coach

Women can step up to the plate and take responsibility for their own advancement.

- realize you are not alone – so don’t struggle alone
- realize what you can change and what you can control and what is beyond your control

Tips from *Ask for it* (Linda Babcock):
  - Accepting a situation or leaving the job are often not the only options.
  - It costs a lot of money to replace people! (50-150% of salary)
Fredia Woolf – Prof. Dev. Coach

5 V’s
- Value
- Values
- Visibility
- Voice
- Vision

(Business perspective)
1. ARTICULATE YOUR VALUE

1-2 skills/qualities/etc.
Try not to qualify
Can start with: “Something I am proud of is...”

Tips
- Practice (seriously!)
- Think about how you would describe someone else’s strengths (can even ask others about yours)

What was easy, what was hard?
What are ways one could practice this?
Imposter Syndrome
- can’t change yourself instantaneously, but...

- Realize this happens
- Realize it isn’t true – remind yourself of all of the great things you have accomplished (update your CV!, make a note once a day, once a week...) (AWIS)
- Practice undistorting the distortion... (Lean In)

Remember – external pressures can also shape one’s view of self.

Your strategies?
Your Monetary Value

Ask for It
Linda Babcock

• Sunday workshop on Negotiation

How have you found out what you are worth?

Sources of Information about Your Organization

- http://www.sec.gov for information about publicly owned companies
- www.hoovers.com for information about privately owned companies
- www.guidestar.org, a national database of nonprofit organizations
- www.ci.cityname.statename.us for information about government jobs in many cities
- www.statename.gov (for example, www.ny.gov) for information about jobs with your state government
- www.department.gov (for example, www.commerce.gov) for information about jobs with the federal government
Frieda Wolf – Prof. Dev. Coach

5 V’s
Value
Values
Visibility
Voice
Vision
2. Know your priorities *(Values)*

- Not always easy, but worth spending time sorting out

- Having clear priorities makes it easier to:
  - draw clear boundaries about what you are willing to do,
  - decide on trade offs, etc.

- Present yourself as a leader with backbone 😊
PRIORITIES/VALUES

Holding our deeply held values and priorities in our consciousness provides a “compass” for making important decisions.

http://www.awis.org/
EXERCISE:
Award Tribute

2 min. chat with different neighbor
Discuss with Table: How do you prioritize?

http://www.awis.org/
PRIORITIES/VALUES

can buffer you from the effects of stress.


http://www.awis.org/
PLAN AND PRIORITIZE

Remember the goal isn’t PERFECTION

Weekly, review, reflect, celebrate successes and plan for the coming week

Choose your actions based on your plan

Determine what must be done each week and each day

Leave time open for unexpected “urgent and important” issues

Should align with personal and professional priorities and goals

http://www.awis.org/
Frieda Wolf – Prof. Dev. Coach

5 V’s
Value
Values
Visibility
Voice
Vision
3. Visibility

Similar to *Lean in*
- sit at the table
- present yourself early
  → Learn new skills quickly and contribute quickly when opportunity arises
Frieda Wolf – Prof. Dev. Coach

5 V’s
Value
Values
Visibility
Voice
Vision
4. Voice

- confidence to speak up, be sure you are heard, take a stand
- develop a unique voice as a leader

From *Lean In*

Study: Assuming a “high power pose” for 2 minutes
- cortisol (stress hormone) went down
- testosterone went up

Carney et al., 2010 Psychological Science, 10,1363-68.

- Expansiveness (i.e., taking up more space)
- Openness (i.e., keeping limbs open).
Fig. 1. The two high-power poses used in the study. Participants in the high-power-pose condition were posed in expansive positions with open limbs.
Fig. 2. The two low-power poses used in the study. Participants in the low-power-pose condition were posed in contractive positions with closed limbs.
Stress Hormone (cortisol)

Confidence Hormone (testosterone)

Fig. 3. Mean changes in the dominance hormone testosterone following high-power and low-power poses. Changes are depicted as difference scores (Time 2 – Time 1). Error bars represent standard errors of the mean.

Fig. 4. Mean changes in the stress hormone cortisol following high-power and low-power poses. Changes are depicted as difference scores (Time 2 – Time 1). Error bars represent standard errors of the mean.
5 V’s
Value
Values
Visibility
Voice
Vision
5. Vision

- brings them all together, think strategically with a big plan
- need a vision for your own career so you can take strategic steps to get you to where you want to go (clear obstacles)

Discussion Questions:
- What is your next career goal?
- What is the first step to getting there? The second step?
**HOMEWORK 😊**

**Internal Pressures**

**External Pressures**

**Hesitance/Anxiety/Fear of X**
- Making the wrong choice
- Not being liked
- Drawing negative attention
- Failure
- Being judged
- Being a bad mother/wife/daughter...

List from *Lean In*

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What have you done because you were not afraid?
What is something you would like to do in the future?
(career oriented)