

What Works for Women at Work: Success Strategies for Women in STEM

Presented by Joan Williams, Ph.D.
 Thursday, October 23, 2014 12:00 – 1:30 PM
 Chittenden Hall

Abstract: Come learn how gender bias commonly shows up in academia – and learn strategies for navigating successfully through a career shaped by subtle bias.

Notes

- Women need to be politically savvy than men
- There are four patterns of gender bias
 - **Prove-it again**
 - Women need to perform better to be judged the same as men
 - Keep careful, real-time records
 - Prove-it again, but don't burn out
 - Build a network
 - Conversations with men are typically about negotiating status
 - **Tightrope**
 - Showing anger tends to increase the perceived status of a man, but decrease that of a woman
 - Self-promotion can be a danger point for women
 - Individual strategies
 - Mix the masculine with the feminine
 - Use a power pose
 - You need a posse, make sure you praise your team
 - “If I look angry, I am angry because you have jeopardized [our shared interest]”
 - **Maternal wall**
 - **Tug of war**
 - There is no wrong or right way to be a woman
 - Recognize the limits of sisterhood
 - Make an enemy into an ally
 - Read the book, “How to Have Difficult Conversations”
 - Senior women may not have as much power as you think
 - Get women working together with women, and not just on women's issues
- Conclusion
 - Bad things happen to successful people
 - Resilience
 - The terrier and the stream