WOMEN IN LEARNING
Today we will discuss:

- Supporting women from ethnic minorities
- Overcoming gender stereotypes
- Creating a more empathetic workplace (“future skills”)
- Leveraging remote work
- Allyship with men
- Accelerating your career
The gender gap is predicted to close in 108 years.

World Economic Forum, Global Gender Gap Report 2018
“...the COVID-19 pandemic underscores society’s reliance on women both on the front line and at home, while simultaneously exposing structural inequalities across every sphere,...”

“Taking action now to advance gender equality could be valuable, adding $13 trillion to global GDP in 2030.”
Who’s Mostly Missing From Among the Highest-Paid Employees at Top Research Institutions? Women
Women are Outnumbered by Men as the Top Earners at Research Institutions

- Core employees: 24% Women, 76% Men
- Medical centers: 12% Women, 88% Men
- Athletics: 7% Women, 93% Men

Source: Eos Foundation/AAUW • Get the data • Created with Datawrapper
“Money equates to power,” said Andrea Silbert, president of Eos and lead author of the report. “This is not a pay gap study, this is about who is making the big money at the top, and ultimately, who has the power. It’s highly disturbing that so few women, and almost no women of color, are represented among the highest earners, which of course is where the power lies.”
Women of Color Barely Register Among the Highest Paid

Note: Chart reflects racial and ethnic data provided by 48 institutions. Percentages for people who were American Indian/Alaska Native, Native Hawaiian /Pacific Islander, two or more races, or of unknown race or ethnicity are not included.

Source: Eos Foundation/AAUW • Get the data • Created with Datawrapper
Supporting Ethnic Minority Women

- STOP using ‘labels’ as distractors/deflectors
- Enough with the statistics- “walk the talk”!
- Address the distinct challenges head-on
- Foster a culture that supports and values ethnic minority women
- Managers play a critical role—and they need more direction and support
- Address racial violence in the news, at work
- ___What’s missing? ___ ASK!
What are your experiences in Higher Ed with gender stereotypes?
Stereotypes in Higher Ed?

- I see women are everywhere in Higher Ed
- This isn’t happening in Massachusetts
- COVID impacted everyone - not just women
- This is nothing like the Corporate world - right?
“She-cession”

- 865,000 women pushed out of the workforce vs 216,000 men (October 2020)
- 16% Men received promotions (CBS Evening News with Norah O'Donnell)
- Lack of flexibility at work
- “Always on” - blurring lines of WFH
- Fear performance is negatively judged because of caregiving responsibilities
- Feeling unable to bring whole self to work
What are the “root causes”?

Are you ready for some uncomfortable truths?
The Uncomfortable Truths

● Women not supporting women
● “Don’t Underestimate the Power of Women Supporting Each Other at Work” (1)
● Allyship with men (mentor, sponsorship, coach); key to success

“Some senior-level women tend to distance themselves from junior women, often to be more accepted by their male peers. ...”

The Uncomfortable Truths

- Pandemic illustrates the flexible work environment is productive!?!?
  - Leveraging remote work as an opportunity to expand our female senior talent pool - NOW

- Mental Health:
  - Women are nearly twice as likely as men to be diagnosed with depression, anxiety ...(1)
  - 34.6% of females and 19.3% of males aged 16-24 have had thoughts of suicide in their lifetime (2)

https://www.mayoclinic.org/diseases-conditions/depression/in-depth/depression/art-20047725
Future Skill / 21st Century Skills

● In 2019 - articles stated women should focus on:
  ○ Collaboration, Power of Influence, Empathy

● In 2021 (pandemic/covid impacted) these skills now include for ALL:
  ○ Creativity, Critical thinking, Service orientation, Digital leadership, Entrepreneurship, Leadership, Delivering with others, People management, Adaptability, Building relationships, Communication
“Future of Work” Supporting Empathy at Work

- Take care of yourself
  - Introduction to mindfulness
  - Returning to work
  - Work, life and home balance
  - Resilience & ‘grit’
  - Managing stress in remote teams
  - Dealing with stress
  - Taking care of yourself
  - Relaxation
  - Mindset & attitude toolkit
Top 10 Tips to Accelerate Your Career

1. Get Involved
2. Stay in the driver’s seat of your own career
3. Work hard & be low maintenance
4. Trust yourself
5. Take the call
6. State Your Intent
7. Build Relationships
8. Be Prepared
9. Be a Risk-Taker
10. Know your voice Matters
#WomeninLearning

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Resources & Take-Aways

- **The Next Smart Step** - Jodi Detjen and Kelly Watson
- **#WomeninLearning** - LinkedIn group
- **St Paddy’s Day 4:30PM EST** - unrecorded dialogue! [https://learningpool.com/women-in-learning/](https://learningpool.com/women-in-learning/)
- **Limited Time: The Uncomfortable Truth regarding Racial Inequality**
- **No Cost Modules** - FOREVER
  - Mental Health
  - Stress Awareness
- **Check out Learning Pool’s Hang Ten interviews with Women in Learning**
# Top 10 Tips to Accelerate Your Career - deep dive

| “Get involved” | ● Look for opportunities to get involved in a board or non-profits.  
|               | ● Raising your hand and “leaning in” for yourself  
|               | ● Be a volunteer both professionally and personally – this will build your leadership skills. |
| Stay in the driver’s seat of your own career | ● Develop yourself!  
|       | ● Develop a habit of reflection. How much did you achieve this week? Did you focus on the right tasks/projects? What relationships did you cultivate? Do you owe anyone an apology?  
|       | ● Along with mentors – you need to identify and align with a corporate sponsor  
|       | ● Apply for the job you want even if you think you are under qualified  
|       | ● Never expect anyone to do anything to advance your career for you. Take ownership for yourself and be grateful when others help you succeed.  
|       | ● Dress for success. Cliché? Yeah. Important. Yes. If you don’t look like you take your career seriously, no one else will either. Dress for the role you want, not the role you’re in. |
| Work hard and be low maintenance | ● Know when to ‘walk away’ or ‘act on it’; both are equally as important  
|       | ● Keep business simple  
|       | ● Never complain. You can raise your concerns, but always in a solutions-oriented manner. Don’t ask for help with a problem, ask for advice about your proposed solution. |
| Trust yourself                                      | • Have the conversation with your leadership when you are ready for more.  
|                                                   | • If you feel the company isn’t valuing you for what you contribute look elsewhere.  
|                                                   | • You don’t owe your current company, so don’t worry about leaving or finding something better. |
| Take the call                                      | • Make the connection with a recruiter on Linkedin, or say yes when they ask to talk.  
|                                                   | • Building strong relationships with recruiters and hiring managers, even if it isn't the right time for you to move because it might be the right time later. |
| State Your Intent                                 | • Let your leader know what your goals are: Where do you want to be in 12 months and 24-36 months.  
|                                                   | • If your leader and your goals aren’t aligned, it may be time to look for another leader.  
|                                                   | • Find mentors who can help you reach your near and long term goals. Make your mentors’ lives easy. Learn how to be a good mentee and lead your mentoring sessions. Good mentors tend to be short on time. |
| “Be a Risk-Taker”                                  | • Fail fast. Experiment with new approaches to design and delivery with a focus on business performance.  
|                                                   | • Accept responsibility for failure. Leaders can handle failure; they cannot handle excuses, that add little value.  
|                                                   | • Own your decisions and come with ideas for improvement.  
<p>|                                                   | • You may never feel ready... even when you are. Better to take a risk and fail, than to wait longer than you need to and lose the opportunity to advance and succeed. |</p>
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<th>Build Relationships</th>
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<td>● Relationships and reputation are crucial to any career.</td>
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<td>● Higher Ed, L&amp;D, Sales Enablement professionals will fall behind if they don’t develop relationships with operations leaders and front-line employees or faculty.</td>
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<td>● Likeability is a powerful tool.</td>
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<th>BE PREPARED</th>
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<td>● The job search is constant - always be prepared</td>
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<td>● Find formal and informal sponsors, coaches and mentors</td>
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<td>● Building relationships and networks inside and out of the Company are key</td>
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<td>● Leverage your skills likely to be high-value in the ‘21st Century’ (i.e. empathy, resilience, mindfulness, grit)</td>
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<td>● Be prepared for possible shifts in the Higher Ed, L&amp;D, Sales Enablement employment landscape</td>
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<th>Know Your Voice Matters</th>
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<td>● Recognize you are always on a platform (gender, diversity …)</td>
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<tr>
<td>● Bring your authentic self to work</td>
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<td>● Be confident &amp; proud</td>
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*Curated from 2013 - Present; from several women leadership panels, #womeninlearning dialogues, and industry events in Higher Ed, L&D and Sales Enablement*
Thank you