Break Out, Break Through!

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Objectives

• Why “women in business” is still a topic of discussion
• Identify personal core values that will not be compromised
• Identify ways to handle a work situation that compromises values
• Identify the importance of temporary alternate pathways to achieve your goals
• Paying it forward
“A person of character lives by set, certain and immovable standards.”

- Nicholas Von Hoffman
Stepping back in time...

• Throughout most of history, women generally have had fewer legal rights and career opportunities than men.
• Wifehood and motherhood were regarded as women’s most significant professions.
• We still have a long way to go, but we should celebrate how far we’ve come!
In the 1970s, Irish women could not own their own home or even go to a pub. They could not sit on a jury or refuse to have sex with their husbands. We learned all this in Irish Central's charming post, "How things have changed... ten things that Irish women could not do in 1970s." And that made us wonder, what were things like for women in America before the 70s?
10 Things Women Couldn’t Do Before the 1970’s

1. Keep her job if she was pregnant.
2. Report cases of sexual harassment in the workplace.
3. Be acknowledged in the Boston Marathon
4. Get a credit card.
5. Refuse to have sex with her husband.
6. Compete as a boxer in the Olympics.
7. Get a divorce with some degree of case.
9. Have a legal abortion in most states.
10. Read Ms. Magazine

Women and Education

• American women and girls have made substantial progress in educational attainment in the past few decades.

• Higher education is associated with:
  – Higher earnings
  – Lower poverty
  – Lower unemployment
  – Higher job satisfaction
  – Better fringe benefits
  – Better health

Women and Education

• Women enroll in greater numbers than men in both undergraduate and graduate institutions.

• By 2019, women are projected to account for almost 60% of total undergraduate enrollment.

Women’s gains in educational attainment have significantly outpaced those of men over the last 40 years.

- A slightly greater percentage of women than men now have at least a high school education. Between 1970 and 2009, the percentage of women with at least a high school education rose from 59 percent (about the same as men) to about 87 percent (slightly more than men). (See chart.)

- For the population as a whole, women have caught up with men in the percentage who have at least a college degree, about 28 percent for each group in 2009. In 1970, only 8 percent of women and 14 percent of men were college graduates. (See chart.)

- In 2008, the level of postsecondary educational attainment for both men and women age 25–64 in the United States was higher than the average in all other developed countries, according to the OECD.

- In 2008, for all race/ethnic subgroups, a higher percentage of bachelor’s and master’s degrees were earned by women than men. For non-Hispanic Black, Hispanic, and non-Hispanic American Indian/Alaskan Native groups, more than 60 percent of bachelor’s and master’s degrees were earned by women. For non-Hispanic Whites and non-Hispanic Asians, more than 50 percent of bachelor’s and master’s degrees were earned by women.
Women in the Workplace

• Women are less likely to be promoted to manager, so fewer end up on the path to leadership.
• Women get less access to the people and opportunities that advance careers and are disadvantaged in many daily interactions.
• They are less likely to think they have equal opportunities for growth and development.
• For every 100 women promoted, 130 men are promoted.

Women are still underrepresented at every level.

Women in **managerial** positions: 37%

Source: 2016 LeanIn.Org and McKinsey Women in the Workplace study

womenintheworkplace.com
Women are still underrepresented at every level.

Women in C-suite positions

19%

Source: 2016 LeanIn.Org and McKinsey Women in the Workplace study

womenintheworkplace.com
Senior roles held by women by country (top and bottom ten)

Russia 45%
Philippines 39%
Lithuania 39%
Estonia 37%
Thailand 37%
Indonesia 36%
Latvia 35%
Poland 34%
China (mainland) 30%
Italy 29%
Turkey 20%
Ireland 19%
New Zealand 19%
Brazil 19%
Mexico 18%
Netherlands 18%
Argentina 18%
India 16%
Germany 15%
Japan 7%

Source: Grant Thornton IBR Women in Business Report 2016; based on data drawn from Q3 & Q4 2015

Senior roles held by women by country Source: Grant Thornton UK LLP London March 8, 2016
The world’s 10 most gender-equal countries

<table>
<thead>
<tr>
<th>Global Top 10</th>
<th>The Global Gender Gap Index</th>
<th>Global rank*</th>
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<tbody>
<tr>
<td>Iceland</td>
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<td>New Zealand</td>
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<td>Nicaragua</td>
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Note: *2016 rank out of 144 countries
Proportion of senior management roles held by women

G7: 22%
Eurozone: 24%
Southern Europe: 28%
Eastern Europe: 35%
BRIC: 26%
MINT: 24%
Africa: 27%
EU: 24%
Developed APAC: 13%
Emerging APAC: 26%
ASEAN: 34%
Latin America: 18%

Source: Grant Thornton IBR Women in Business Report 2016: based on data drawn from Q3 & Q4 2015

Senior Management roles held by women Source: Grant Thornton UK LLP London March 8, 2016
Women in the Workplace

• Women’s earnings as a proportion of men’s earnings have grown over time and women are contributing increasingly important shares of family incomes, but the earnings gap between men and women remains.
US Women Soccer Players Charge Pay Discrimination

- Paid less than members of the men’s team
- Women’s team does the identical work as the men’s team, except they have outperformed them
- Women’s team won the World Cup
- The Women’s World Cup had the best rating ever of any soccer game. It drew more viewers than some other top flight events such as the World Series and the NBA finals
- The Women’s Soccer team filed a complaint with the EEOC regarding equal pay (money.cnn.com/2016/03/31/new/companies/womens-soccer-equal-pay)
Socialization

Socialization, also spelled socialisation, is a term used by sociologists, social psychologists, anthropologists, political scientists, and educationalists to refer to the lifelong process of inheriting and disseminating norms, customs, values and ideologies, providing an individual with the skills and habits necessary for participating within their own society.
Gender role

From Wikipedia, the free encyclopedia

"Sex roles" redirects here. For the scientific journal, see Sex Roles (journal).

A gender role is a set of societal norms dictating the types of behaviors which are generally considered acceptable, appropriate, or desirable for people based on their actual or perceived sex or sexuality. Gender roles are usually centered on conceptions of femininity and masculinity, although there are exceptions and variations. The specifics regarding these gendered expectations may vary substantially among cultures, while other characteristics may be common throughout a range of cultures. There is ongoing debate as to what extent gender roles and their variations are biologically determined, and to what extent they are socially constructed.

Various groups, most notably the feminist movement, have led efforts to change aspects of prevailing gender roles that they believe are oppressive or inaccurate.
Gender Stereotypes

- Children’s movies
- Children’s books
- Television
- Family
- Church
- Coaches
- Teachers
- Professors
- Friends
Pretty girls don’t even need to be alive to get some hot princely action.

As a woman, your political worth is reduced to your marriageability.

If you’re beautiful enough, you may be able to escape your terrible living conditions by getting a wealthy man to fall for you.

Appearances don’t matter; what counts is what’s in your heart. Unless you’re the girl.

At first it may seem terrible, being so beautiful that other women get jealous enough to try and kill you. But don’t worry, once your beauty attracts a man, he’ll protect you.

It’s okay to abandon your family, drastically change your body, and give up your strongest talent in order to get your man. Once he sees your pretty face, only a witch’s spell could draw his eyes away from you.
Stereotyped: Women in Reality TV

• Women are often presented as dependent and subordinate, as well as dim-witted and vain.
• There are few reality programs that feature women as the main subject, and the ones that do so are in a negative light.
• Theme in reality television that confines women to a home setting.
% OF WOMEN AND MEN WHO NEGOTIATED AND RECEIVED FEEDBACK THAT THEY WERE ...
Start
BREAKING
Gender Stereotypes

SPEAK UP
Don’t just point out the negative stereotypes, fight them. Answer back.

WALK THE TALK
Don’t fall into the trap of advocating something you are not practicing in your daily life.

TEACH BOYS HOME ECONOMICS
By getting your boys involved in the house chores etc., you’re raising them to break gender stereotypes.

POINT IT OUT
By becoming silent when faced with sexist or misogynist attitudes you are only allowing many people to get hurt.

SWITCH GENDER ROLES IN YOUR DAILY LIFE
Challenge gender stereotypes by defying them yourself.
The White House
Office of the Press Secretary

For Immediate Release

August 25, 2016

Presidential Proclamation --
Women's Equality Day, 2016

WOMEN'S EQUALITY DAY, 2016

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BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

Nearly one century ago, with boundless courage and relentless commitment, dedicated women who had marched, advocated, and organized for the right to cast a vote finally saw their efforts rewarded on August 26, 1920, when the 19th Amendment was certified and the right to vote was secured. In the decades that followed, that precious right has bolstered generations of women and empowered them to stand up, speak out, and steer the country they love in a more equal direction. Today, as we celebrate the anniversary of this hard-won achievement and pay tribute to the trailblazers and suffragists who moved us closer to a more just and prosperous future, we resolve to protect this constitutional right and pledge to continue fighting for equality for women and girls.
Who are YOU?

- Establishing your core values
- Jim Collins made a great case in Built To Last.
- How can your company have core values if your core values are unclear?
Look introspectively

• Key life events
• A little “soul searching”
• Who do you aspire to be like?
• Who had a negative influence that impacted your core values?
Defining Your Core Values

• What is “honesty”? 
• What is “respect”? 
• What is “integrity”?
Core Values

• Articulate your values clearly
• Test them through daily decision making
Compromised?

• When your values are being compromised?
• How do you handle the work situation that is not aligned with your values?
Advice

• What advice do you give to others?
• What do you teach those around you?
Work-Life Balance

It’s not a ladder, it’s a jungle gym.

THE SECRET TO HAVING A REWARDING WORK–LIFE BALANCE IS TO HAVE NO LIFE.

THEN IT’S EASY TO KEEP THINGS BALANCED BY DOING NO WORK.

SO SIMPLE, AND YET, SO GENIUS.

IT WAS HIDING IN PLAIN SIGHT.
Effectiveness

• Influence
• Cooperative
• Collaborative

• World favors leadership based on skills of personal interaction rather than authority, women have a head start.
Hot and Cool Power

• Harvard political scientist, Joseph Nye’s distinction between hard power and soft power.

• Useful concept would be more widely adopted under different terms-instead call it hot power and cool power.

• Moving from hot power leadership to an era to cool power leadership.
“Because the world needs you to change it.”

Since *Lean In* was published, it has sparked a global conversation about gender equality. Now Sheryl has enlisted the help of experts for *Lean In for Graduates*, a handbook that offers instruction and inspiration for the next generation. *Lean In for Graduates* includes the full text of the original bestseller as well as new chapters on finding your first job, negotiating your salary, listening to your inner voice, and leaning in for women of color and millennial men. It also includes stories from young people around the world who’ve pushed past their fears and achieved their goals.
Pass it on, pay it forward...

- Each of us has an opportunity to perform a good deed every day. It may be in the form of a smile, a cup of coffee, or some other random act of kindness.
- Hold the door open for the person behind you.
- Pay for the person in line behind you.
- Give someone a compliment.

"We rise by lifting others."
~Robert Ingersoll
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