Vaulting Gender Gap Hurdles

Women and Well-Being

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Today’s Agenda

• Welcome and Introductions
• Stats - The Gender Gap
• Defining Well-Being
• Panel Discussion
• Your Well-Being, Your Company
• Stretch Break
• Bringing Men Into the Conversation
• What Does Healthy Leadership Look Like?
• Q&A
Facilitators

• Laura Dinsmore, MS MA CHC
  - Founder/CEO, Quadrant Health Strategies, Inc;
  - Founding Member/Board Member, Global Women 4 Wellbeing (GW4W)

• Mim Senft, GBA AAI CWWS
  - President/CEO, Motivity Partnerships, GenderARC
  - Co-Founder, Global Women 4 Wellbeing (GW4W)

• Sean Harvey, MSOD MSEd
  - President/CEO, Symponia
  - Co-Founder, GenderARC
Statistics

- 2019 Leanin.org study:
  - 42% of women report gender discrimination in the workplace
  - Prevalent even for highly educated, professional women in medicine

- 1 out of 3 women in academic medicine have been sexually harassed
  - Inequities identified via research usually not translated into actions
Statistics

- Women comprise only:
  - 22% of executives in Fortune 500 healthcare companies
  - One-third of hospital executives
  - Fewer than 12% of digital health CEOs
  - 2% of venture capital funding

- Women under-represented:
  - medical journal editorial boards
  - keynote speakers
  - funding grant recipients
  - medical society award winners

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Pay Inequity

- $18,677.23 = income differential between female and male doctors
- Consistent pay gap among physicians & surgeons, for same number of hours worked at same level
- Women in these professions earn 71% of men
- Harvard Medical School: This gap is widening

Parenthood

- Only 28.9% of physician contracts provide maternity coverage
- $10k lost income while out for maternity leave

Source: American College of Physicians
Inequitable Treatment

• Inequitable treatment takes its toll
  - Financial health
  - General wellbeing

• Women 2x more likely than male colleagues to experience emotional exhaustion and burnout

• Pay inequity contributes to higher risk for depression and anxiety
Gender Vaulting

- Equity in the workplace
- Identifying the issues that create a glass cliff
- Put on your own mask
- Succeed because of our workplace, not in spite of it
The Whole Picture
Avoid Blind Vaulting

The Complexity of Women’s Health & Leadership

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Defining Well-Being

- Being happy **in** your life AND being happy **with** your life...
Well-Being: Promoting Interventions

- Commit acts of *kindness*
- Count blessings
- Live a life like it’s your “last month”
- Act more open or extraverted
Well-Being: Promoting Interventions

- Visualize your best possible future
- Affirm your most important values
- Savor/replay happy days/happy thoughts
- Write gratitude letters/journal
Gratitude brings the infinite possibilities and incredible love of the present moment within your reach.
COME ON INNER PEACE

I DON'T HAVE ALL DAY
The Effects of Meditation on the Brain

- ↑ flexibility
- ↑ focus
- ↑ memory
- ↓ stress
- ↑ compassion
CALM is a super power
Our Panelists

- Joanne Livote, MD
  - Corporate Medical Director, BASF

- M. Christine David, DO, MPH
  - Senior Physician/Medical Director of Global Grooming, P&G - The Gillette Company

- Jill Angelo, Founder/CEO of genneve
  - A health technology startup that provides guidance for premenopausal and menopausal women
How do you take care of you?
BUT...life takes it out of the best of us...Ever feel drained?

*Can’t quite put your finger on why?*
Sustainable Well-Being

- Happiness precedes success
- Experience “Awe” every day leads to being happier
- Women really supporting, connecting and helping each other
- Positive affect leads to less burnout

Let’s FLOURISH!

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5 Minute R&R Break
Gender Equity
Why Men Need to Be Involved
Statistics

• **60%** of male managers say they are uncomfortable interacting with women at work.

• **45%** of men say they face a lot or some pressure to join in when other men talk about women in a sexual way.

• **66%** of women and men report gender imbalance in the workplace.
Bias and Barriers
Know what you are vaulting over

Toxic masculinity and moving away from pointing fingers

Family Man/Working Mother

Women of a Certain Age/Men of a Certain Age?

...And a mother of three!
Men as Allies

When we work together, Everyone wins!
The GenderARC
Making the Connection

- Male and Female Healthy Leadership
- The Feminine/Masculine Integrated Approach
Friends don’t let friends strive for gender equity alone...

Surround yourself with:

- People who help you to do and be better.
- People who have your back.
- People who bring out the absolute best in each other.
Resources

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Thank you for being with us and sharing your voice!