



Cultivating a Culture to Support the Well-Being of Women

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Dr. Sheila Caldwell

- Christian
- Mother
- Wife
- Leader in Higher Education
- Sister
- Feminist
- Caretaker
- Friend
- Learner



Inclusion and Uniqueness

	Low value in belongingness	High value in belongingness
Low value in uniqueness	<p>Exclusion</p> <p>Individual not treated as an organizational insider with unique value in the work group.</p>	<p>Assimilation</p> <p>Individual is treated as an insider in the work group when they conform to organization /dominant culture norms and downplay uniqueness</p>
High value in uniqueness	<p>Differentiation</p> <p>Individual not treated as an organizational insider but their unique characteristics are seen as valuable and required for group/ organization success</p>	<p>Inclusion</p> <p>Individual is treated as an insider and is allowed /encouraged to retain uniqueness in the group</p>

Source: San Diego State University



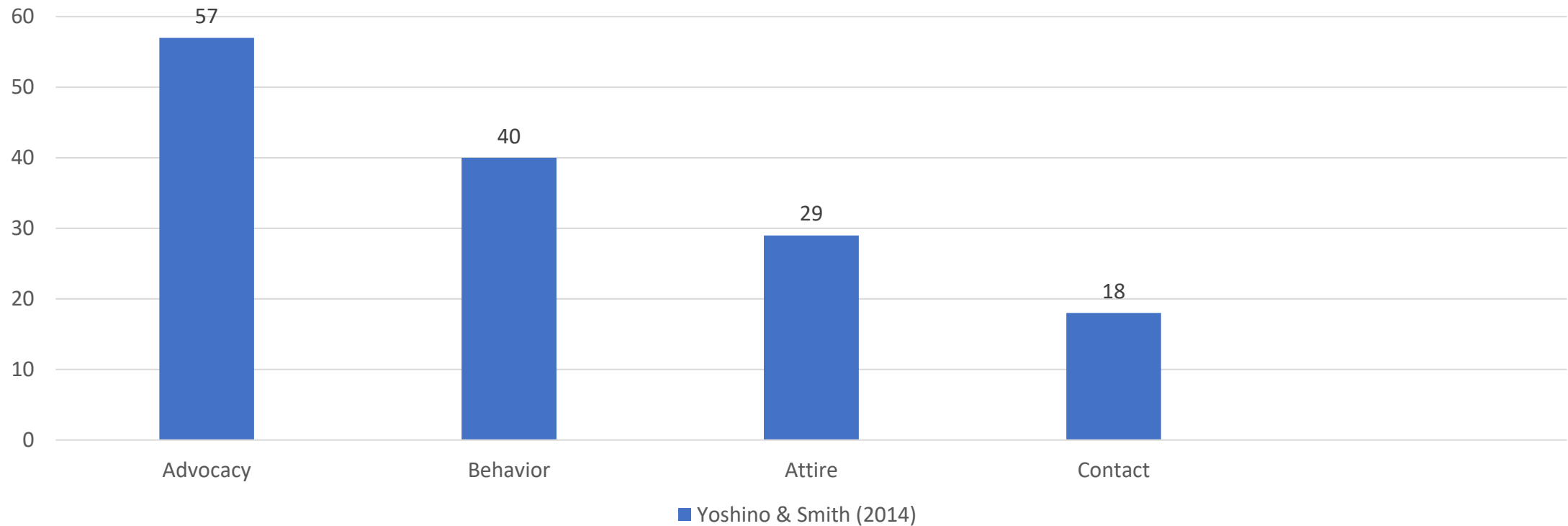
Rate your Sense of Belonging

Live Slido
Assessment

Meeting -
2/28/2022 |
Present mode
(sli.do)

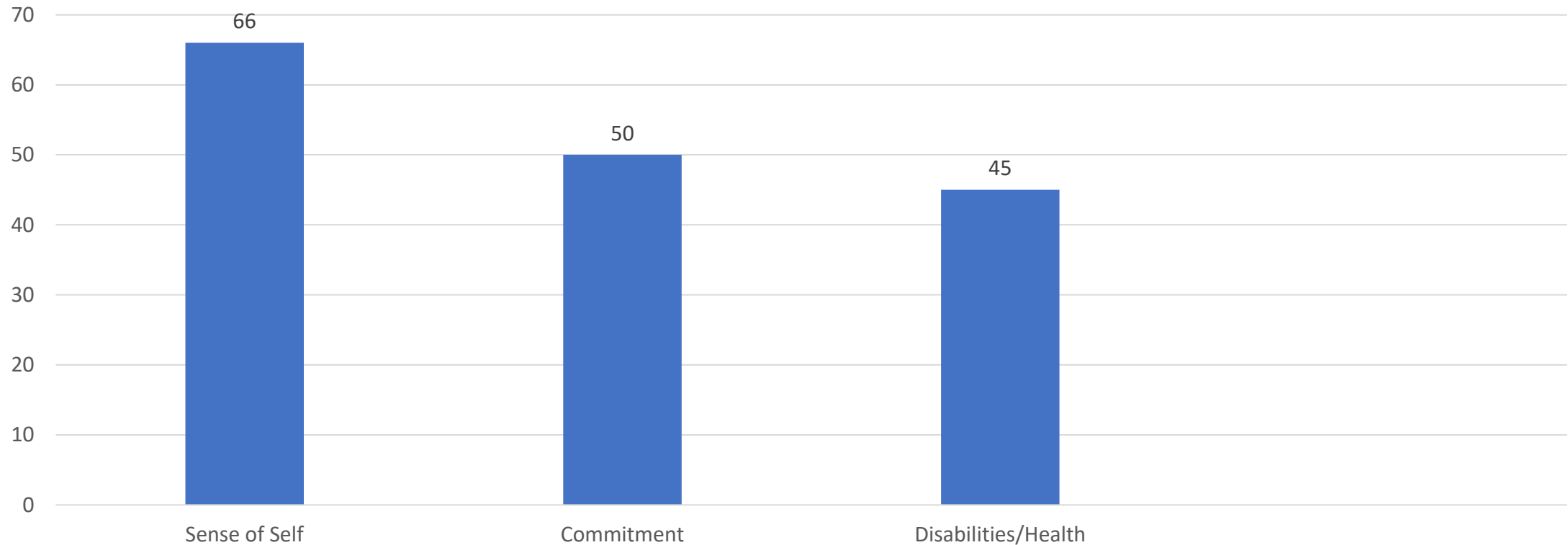
Effects of Assimilation on Individuals/ Groups

Altering

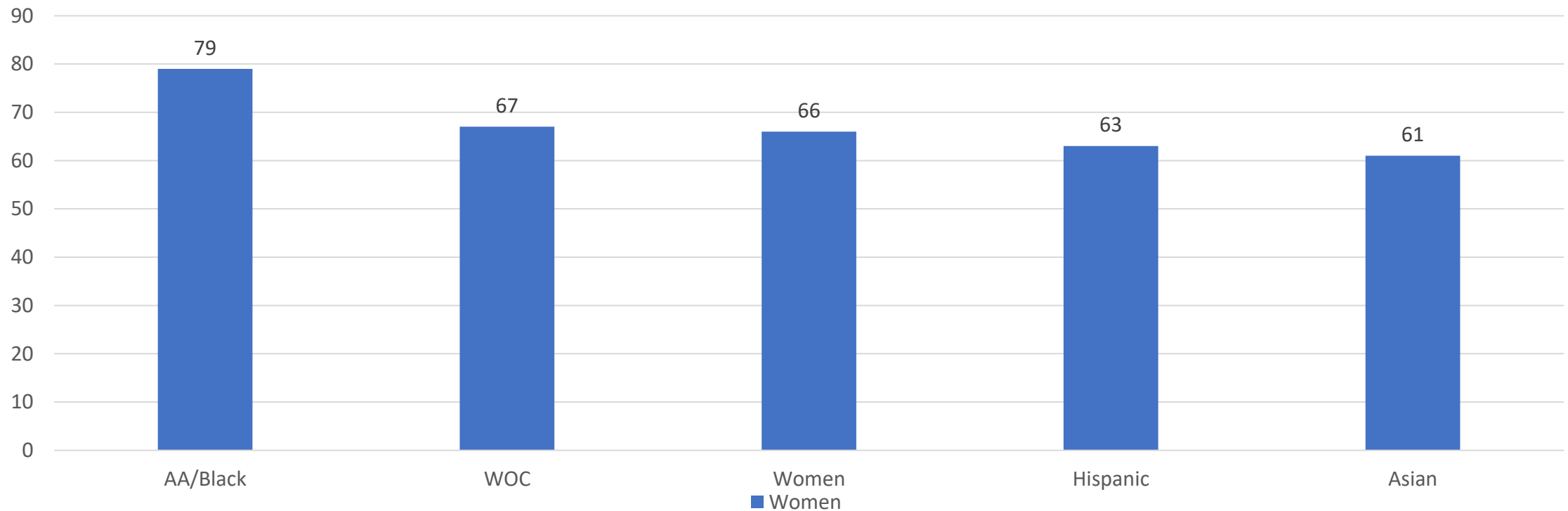


Effects of Assimilation on Organizations

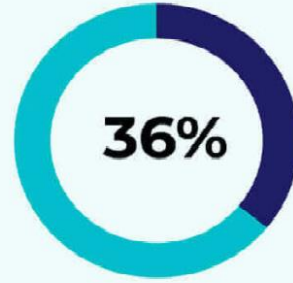
Undermining



Effects of Assimilation on Women



GENDER DIVERSITY



Only 36% of US physicians are female.¹

Less than 10% of physicians in the following fields are female:²



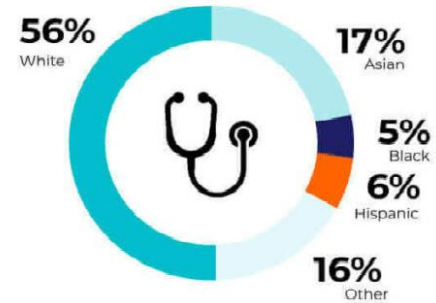
- Interventional cardiology
- Thoracic surgery
- Neurological surgery
- Urology
- Orthopedic surgery
- Vascular and interventional radiology
- Sports medicine

RACIAL AND ETHNIC DIVERSITY



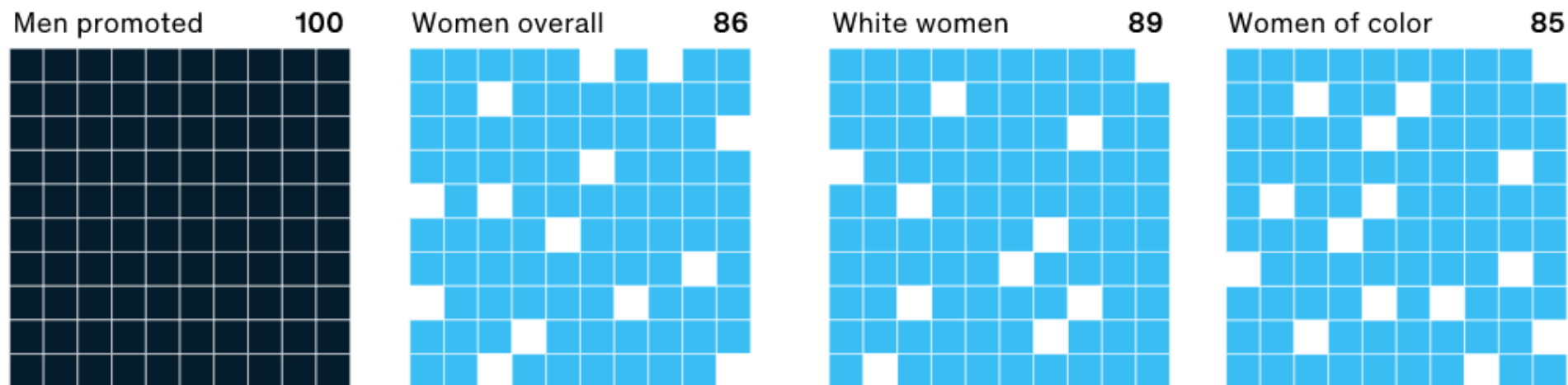
There were fewer Black male medical students in 2014 than in 1978.³

Of all US physicians¹



Until women move up to management at the same rate as men and are well represented at all levels, progress at the top will be uneven.

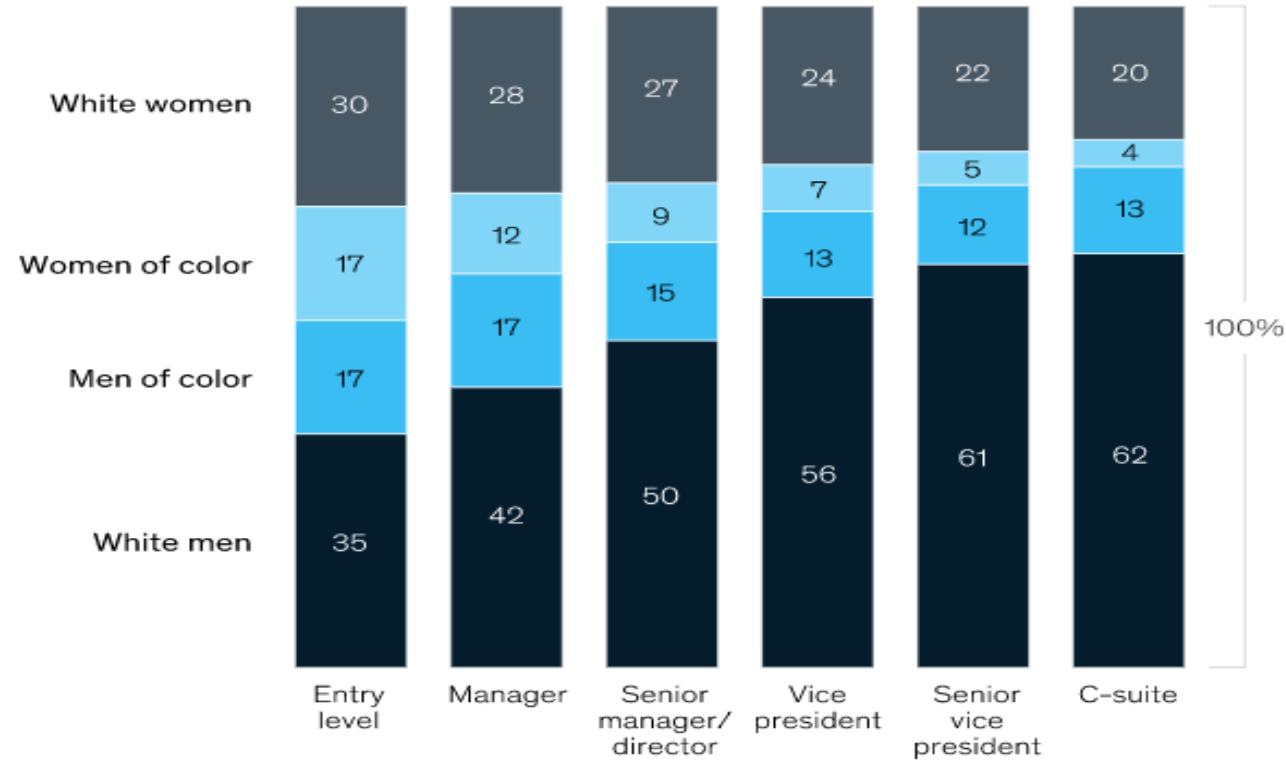
For every 100 men promoted to first-level manager at end of 2020, number of women promoted



Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

At every step up the corporate ladder, women of color lose ground to White women and men of color.

Representation by corporate role, by gender and race, 2021, % of employees



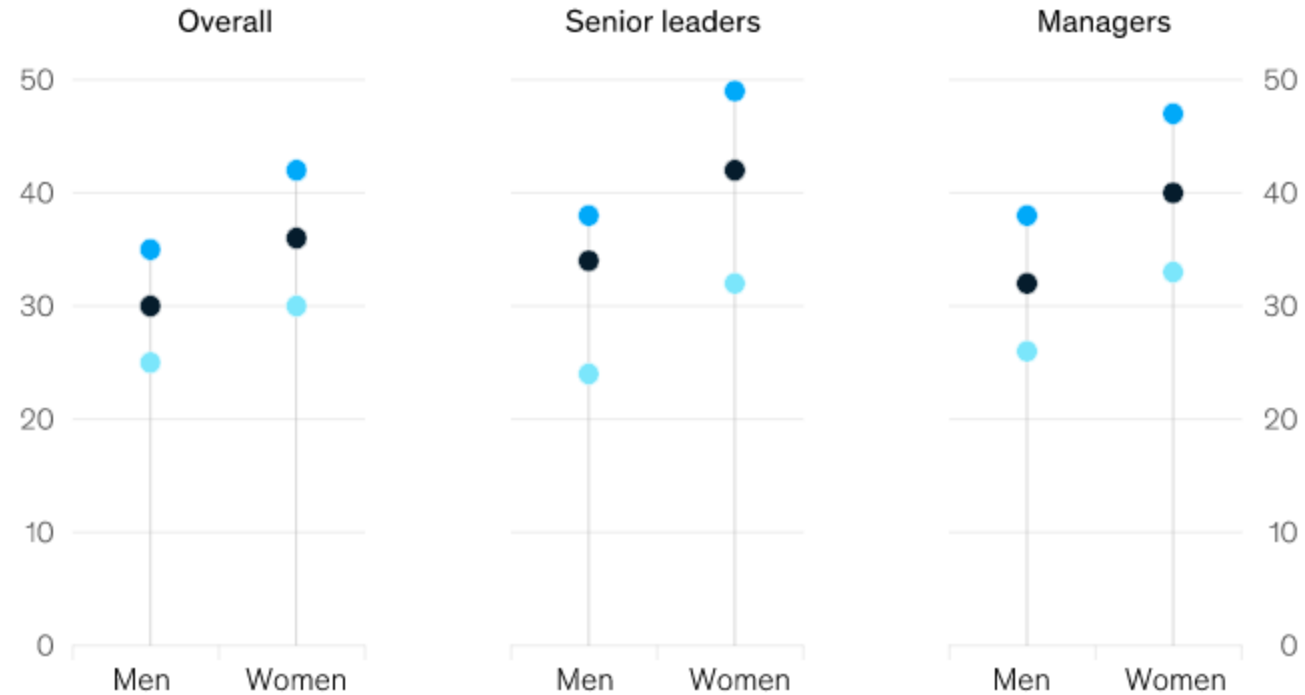
Note: Figures may not sum to 100%, because of rounding.
Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

McKinsey
& Company

Burnout, stress, and exhaustion continue to affect women more than men.

Respondents experiencing burnout, stress, or exhaustion, by gender,¹%

● Burned out ● Chronically stressed ● Exhausted



¹Question: In the last few months, which of the following have you felt consistently at work?
Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

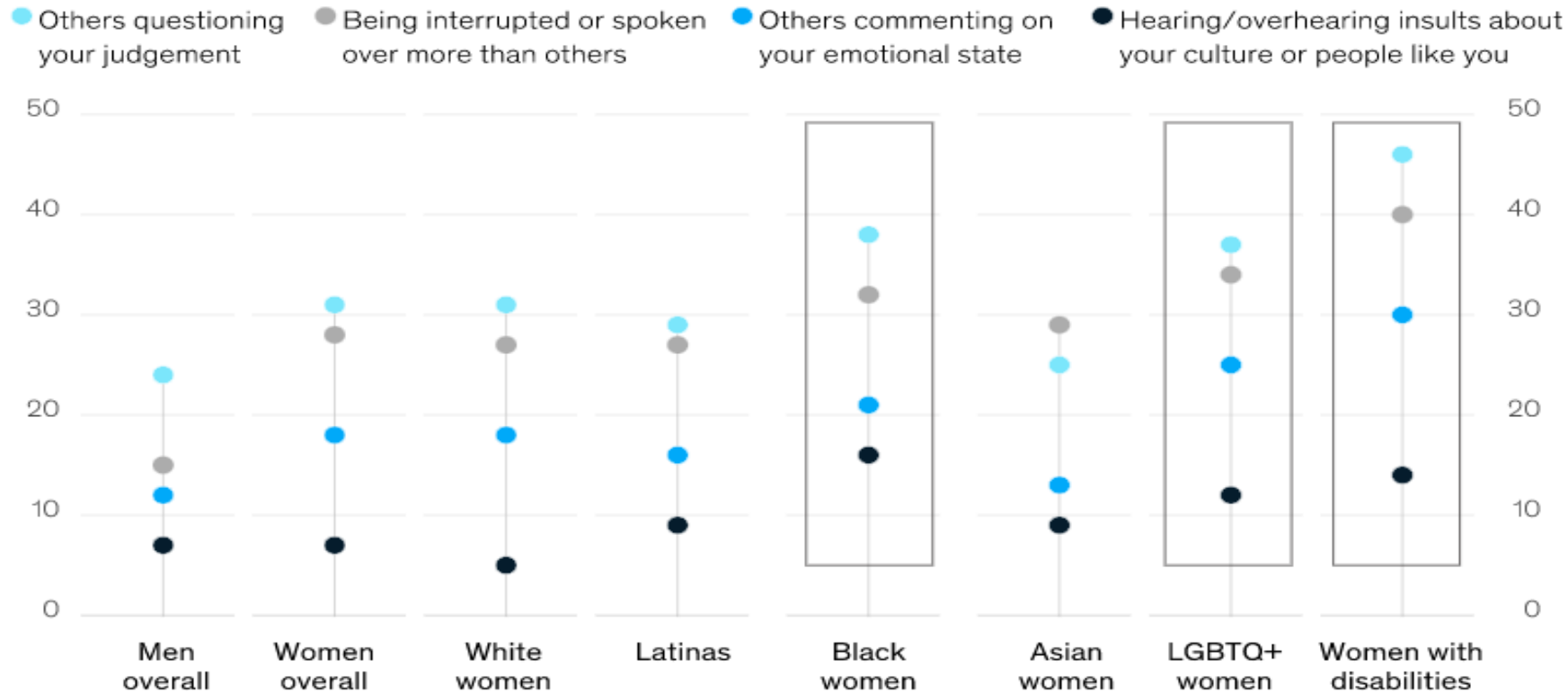


Audre Lorde

Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”

Black women, LGBTQ+ women, and women with disabilities are much more likely than women overall to experience microaggressions as professionals.

Microaggressions by type, % of respondents¹



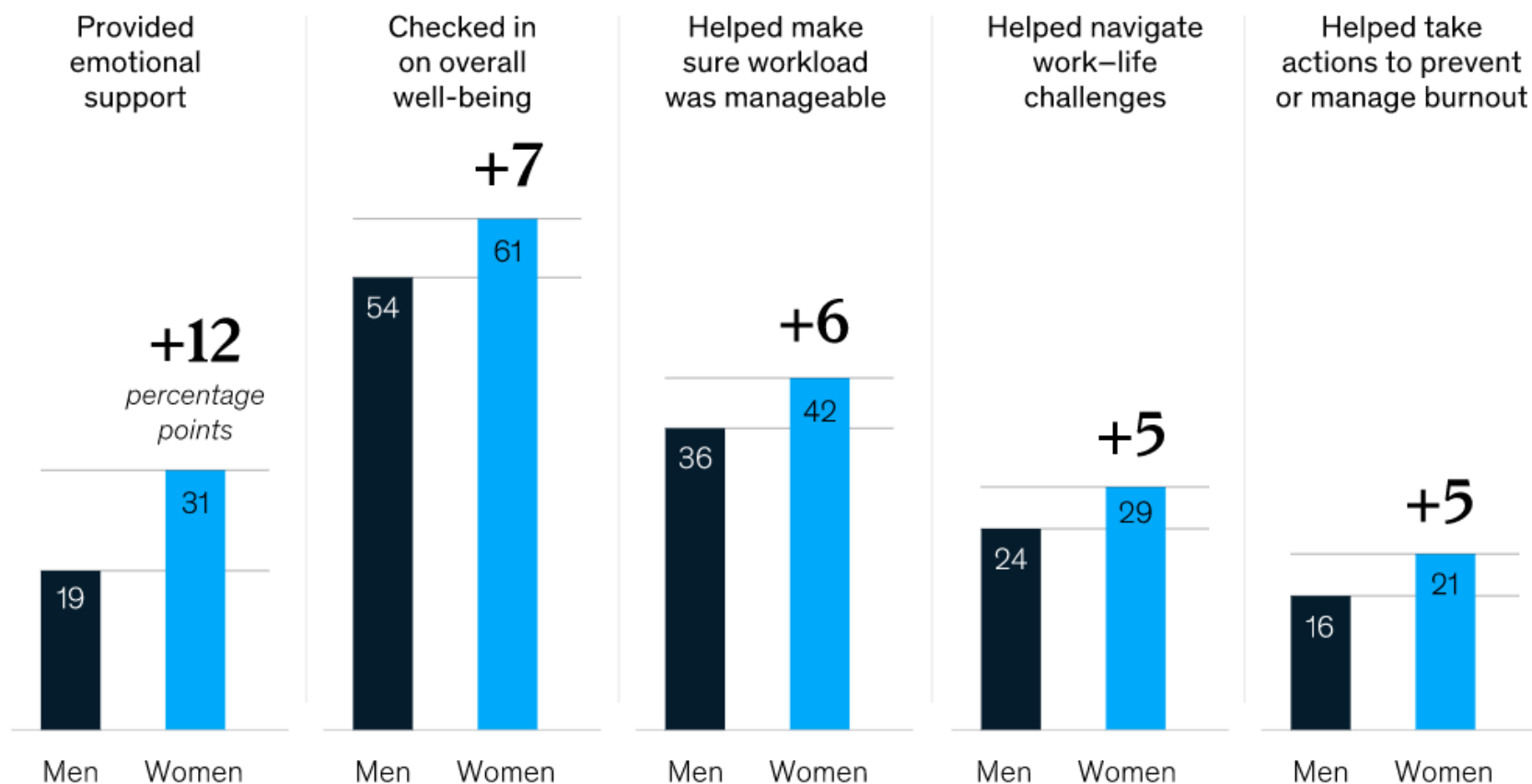
¹Question: In the past year, during the normal course of business, have you experienced any of the following?
Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

Women with Disabilities in the Workforce

- About 1 in 10 working women has a disability.
 - Women with disabilities are often overlooked and undervalued in their workplaces.
 - Women with disabilities are about twice as likely as women overall to say that in the past year, setting boundaries around their availability or taking time off for mental health reasons has hurt their career.
 - More likely to feel judged for requesting or taking advantage of options to work remotely or work flexible hours.
 - Women with disabilities are more likely than women overall to say they have lost ground in their career development in the past year.
-
- They are far more likely than women overall to be interrupted,
 - To have their judgment questioned,
 - Hard to hear that they are too angry or emotional,
 - Less likely to feel supported by their managers,
 - Less than half of women with disabilities feel they have equal opportunity for advancement,
 - 25% say their disability has led to missing out on a raise, promotion, or chance to get ahead.

Employees with women managers are more likely to say that their manager has supported and helped them over the past year.

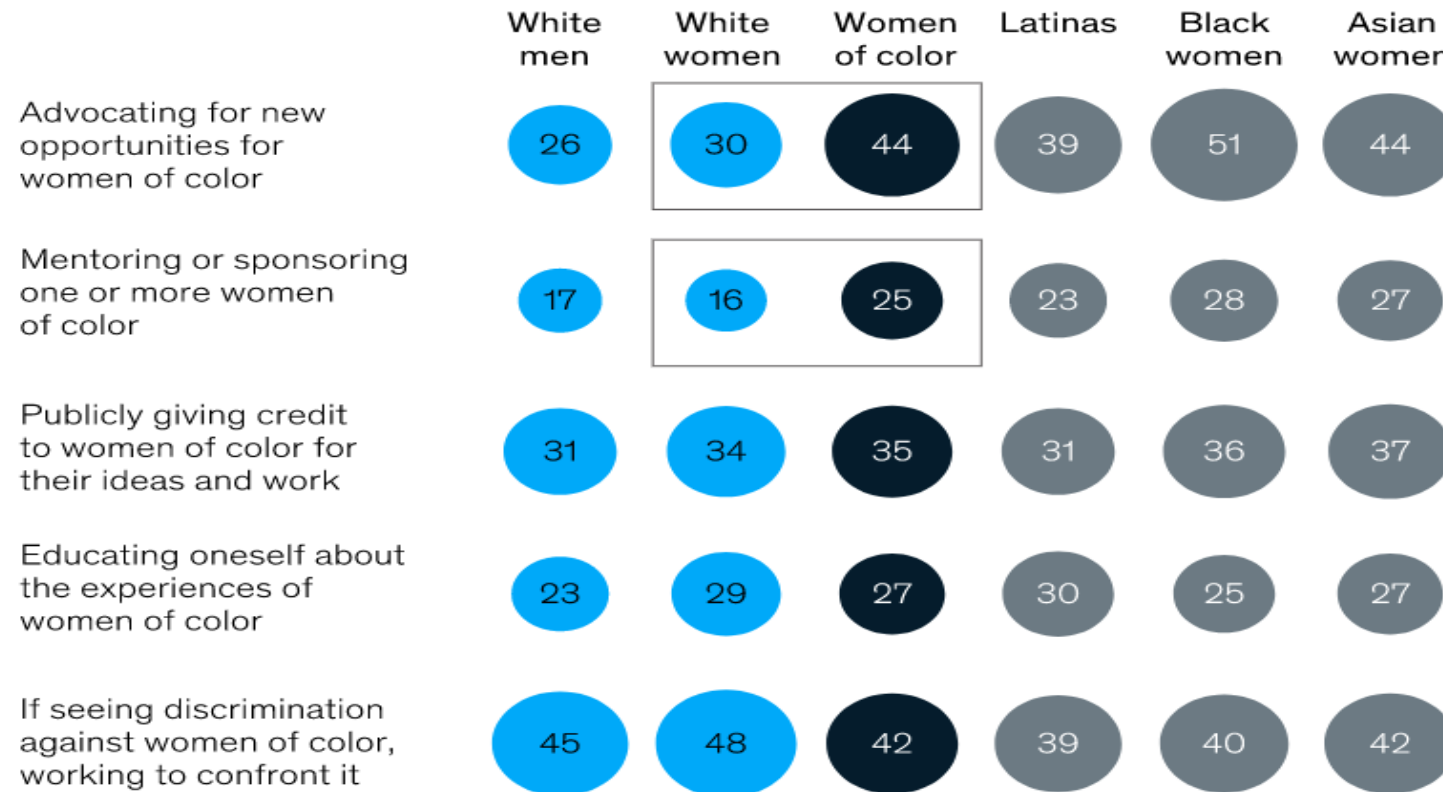
Actions taken by managers to support employees, by manager's gender, % of respondents



Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

White employees often don't recognize the importance of allyship actions that women of color say are highly meaningful.

Actions that most convey meaningful allyship for women of color, % of respondents¹



¹Question: In your opinion, which of the following actions most convey meaningful allyship to women of color? (select up to 3)
Source: *Women in the Workplace 2021*, LeanIn.Org and McKinsey, 2021

Inclusion

Authentic

Welcomed

Respected

Valued

Supported

Encouraged

Friendship/Unity

Assimilation

- Conform
- Outsider
- Token
- Tolerance
- Contempt
- Inadequate
- Undermined
- Hopeless
- Erasure