



1. Be a sponsor-find a sponsor

This is a differentiating factor in career success. To find a sponsor, first make sure that you act as a problem solver and are clear about your career aims and ambitions. Ask a senior leader who is positioned at two levels above you to be your sponsor. Put this relationship (and similar relationships) above all else. To be sponsor, recommend a woman that you hold in high regard whenever you are able (i.e., If you are on a search committee). Ask others for nominations.

2. Support other women

Develop and be involved in supportive groups. Develop ways that our campus groups (i.e., Women's Forum, WELD) can be more effective and meet the needs of more women on campus. How can we better share our limited resources? Some argue that it is only when women look beyond the needs of their own nuclear family to join forces with other women, that true progress is made.

3. Speak up

Use your voice when women are not being heard or are being disrespected. Practice using your voice. Ask questions regarding traditions and processes that create inequities. "So why do we always do it this way and not that way?", "Are you aware of the impact that this has on others?". Ask a "meeting buddy" to repeat points you bring up that may not have been heard by the group. For example, "like Sharon said, I think....."

4. Be inspired-be an inspiration to others

If the actions of other inspire you-let them know. Sometimes just being present and visible is enough.

5. Recognize our role models

Find ways to recognize role models that exemplify what we as women, truly value. These individuals may not necessarily be those that are typically recognized by our institutions.

6. Stay strong

Resist the temptation to “wallow”. Remind yourself on a daily basis on the positives and small changes that you may have accomplished. Reach out to others for advice or maybe just a laugh. Take care of your physical and emotional well-being.

7. Be truly happy for other’s success stories

Too often, our competitive spirit takes over. Life is not a competition. Congratulate others when they achieve wins-large or small.

8. Take time to share stories

Stories tell us how to live. By sharing our stories, we can better appreciate the fact that our experiences may be similar to others and learn from them.

9. Be gracious, civil and kind

Say “Good Morning”, “How was your weekend?”, “How are your kids, pets, hobbies?, etc” Be open to conversations and show caring.

10. Be aware of biases

“Institutions should actively monitor, publicize and eliminate gaps in diversity and equity metrics which much include monitoring faculty (and staff) demographics, promotion and tenure rates, salary, resources and seminar speakers. (Hannah Valentine in “A Giant Leap for Womankind”, Nature Medicine, V 25, 704, p. 2019).