How to Survive and Thrive as a Woman Cardiologist

Toniya Singh  MBBS FACC
MY TOP 10 tips on how to thrive
10. Find an outside interest
9. The Power of the Mindful Yes
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<tr>
<td>No women interested in the field</td>
<td>No qualified women speakers</td>
<td>Big name speakers aren’t women</td>
<td>Male-dominated field</td>
<td>Few women in C-Level positions</td>
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<td>Women we called were booked</td>
<td>Women bailed last minute</td>
<td>Women were busy, probably</td>
<td>Women speakers are burnt out</td>
<td>Seeking women speakers out is sexist</td>
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<td>Organizers wanted the best speakers</td>
<td>Can’t kick out a male speaker to fit a woman in</td>
<td>FREE</td>
<td>You can’t shoehorn in a woman speaker</td>
<td>Women don’t volunteer to present</td>
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<tr>
<td>YOU tell me who we should have asked</td>
<td>Women are shy</td>
<td>No one is going to invite you to present</td>
<td>Women only talk about women’s stuff</td>
<td>Women need to act more like men</td>
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<tr>
<td>No one complained about this before</td>
<td>Attendees want to hear from people like themselves</td>
<td>There aren’t many female attendees</td>
<td>We’re responding to demand</td>
<td>Who? I’ve never heard of her</td>
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8. PERSIST
You may encounter many defeats, but you must not be defeated.

In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, how you can still come out of it.

Maya Angelou
7. Help a sister (or a brother)
Avoiding gender bias in reference writing

Got a great student? Planning to write a super letter of reference? Don’t fall into these common traps based on unconscious gender bias.

Mention research & publications
Letters of reference for men are 4x more likely to mention publications and twice as likely to have multiple references to research. Make sure you put these critical accomplishments in every letter.

Don’t stop now!
On average, letters for men are 10% longer than letters for women and letters for women are 20% as likely to make a minimal assurance (‘she can do the job’) rather than a ringing endorsement (‘she is the best for the job’).

Emphasize accomplishments, not effort
Letters for reference for men are more likely to emphasize accomplishments (‘his research’, ‘his skills’, or ‘his career’) while letters for women are 15% more likely to include ‘hard-grinding’ adjectives that describe effort. ‘Hard-working’ associates with effort, but not ability.

We all share bias
It is important to remember that unconscious gender bias isn’t a male problem. Research shows that women are just as susceptible to these common pitfalls as men. This is a problem for all of us - let’s solve it together!

Keep it professional
Letters of reference for women are 7x more likely to mention personal life - something that is almost always irrelevant for the application. Also make sure you use formal titles and surnames for both men and women.

Stay away from stereotypes
Although they describe positive traits, adjectives like ‘caring’, ‘compassionate’, and ‘helpful’ are used more frequently in letters for women and can evoke gender stereotypes which can hurt a candidate. And be careful not to invoke these stereotypes directly (‘she is not emotional’).

Be careful raising doubt
We all want to write honest letters, but negative or irrelevant comments, such as ‘challenging personality’ or ‘I have confidence that she will become better than average’ are twice as common in letters for female applicants. Don’t add doubt unless it is strictly necessary!

Adjectives to avoid

- caring
- compassionate
- hard-working
- conscientious
- dependable
- diligent
- dedicated
- tactful
- interpersonal
- warm
- helpful

Adjectives to include:

- successful
- accomplished
- outstanding
- skilled
- knowledgeable
- insightful
- resourceful
- confident
- ambitious
- independent
- intellectual

Don’t use

- Caring
- Compassionate
- Hardworking
- Dependable
- Diligent
- Dedicated
- Tactful
- Interpersonal
- Helpful
- Warm

Successful
Excellent
Accomplished
Outstanding
Skilled
Knowledgeable
Insightful
Resourceful
Confident
Ambitious
Independent
Intellectual
6: Don’t give up your shot
• Do your homework
  – try and find out what is and what isn’t up for negotiation
  – if you have friends who are in similar roles ask them what they would have negotiated
• Know your negotiable from your non-negotiable
  – what is important to you?
• Don’t worry if an employer says they have
5. Be in the room where it happens
4. Know Yourself
3. Delegate
Delegate
Delegate
2. Be kind to yourself
Give yourself

Kind words
Forgiveness
We all make mistakes.

Time
It's okay to go slowly.

Praise
You're awesome.

Space to grow

Permission to set boundaries

Validation
Your feelings matter.

Rest

1. Believe in your Power
SEE? I TOLD YA!

SO THAT'S HOW SHE DOES IT...

HAPPY MOTHER'S DAY TO SUPERMOMS EVERYWHERE
Thank You