



- *The ISS Mary Anne Haas* -
WOMEN'S SYMPOSIUM

presents

Reflect and Recharge

Facilitated by Homa Tavangar

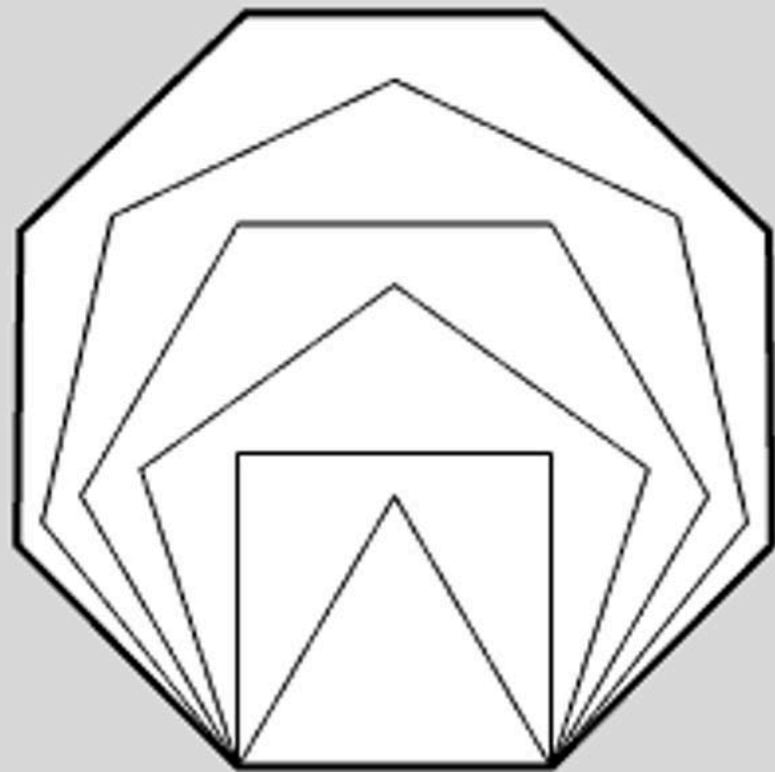
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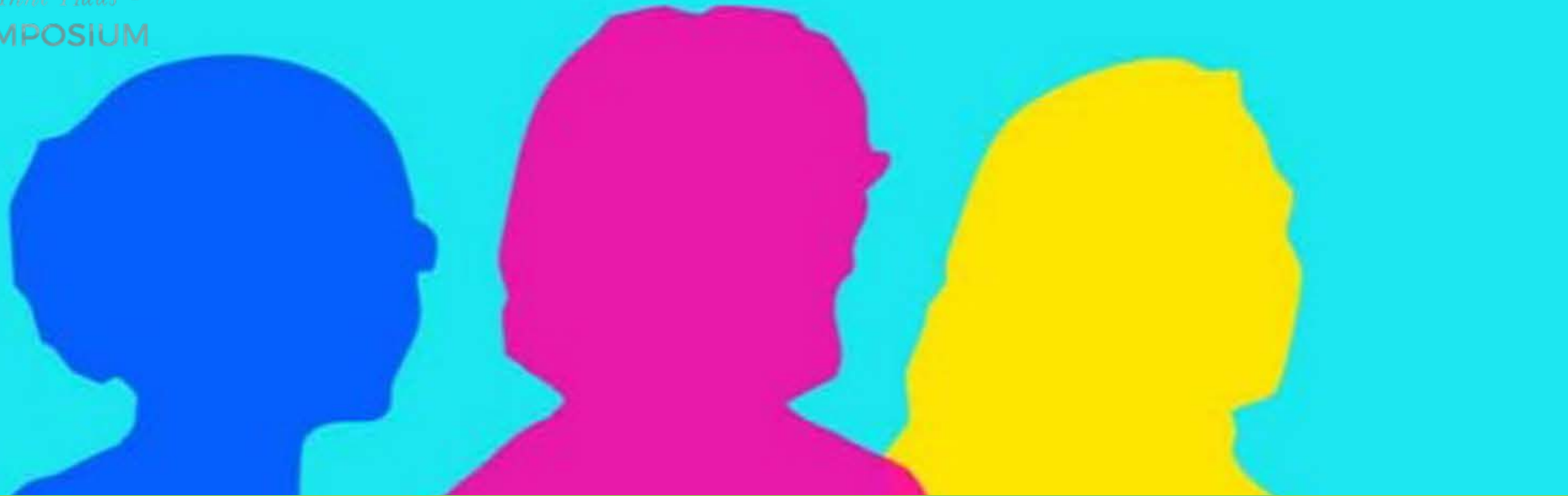


Let's check in.
In the chat please share
one **SMALL** thing about
YOURSELF that you are
GRATEFUL FOR.

**We are
here to
unleash our
power ...**

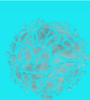


Breathe in



***Why did I say that? AND
I wish I had said that!***



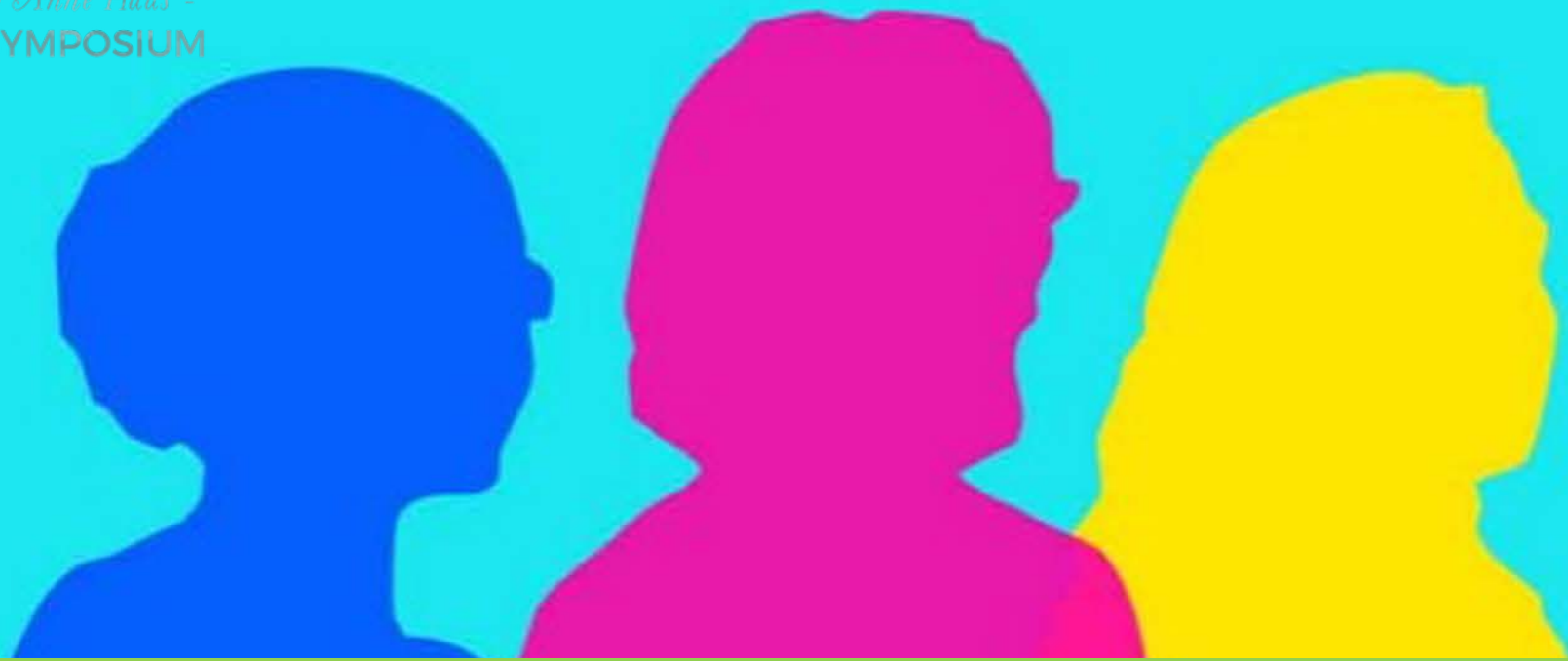
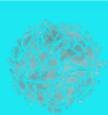


- We've all been in situations where we freeze at the moment an offending, off-putting, or dismissive comment was made.
- How might we respond more productively, with our dignity in-tact, and not regret the response?
- How can we strike a balance between assertion and empathy? Where does our authentic self come in?



Building self-awareness, meta-cognition and mindfulness can contribute to confidence and presence; these help facilitate communication that is more powerful, authentic, thoughtful, and clear.



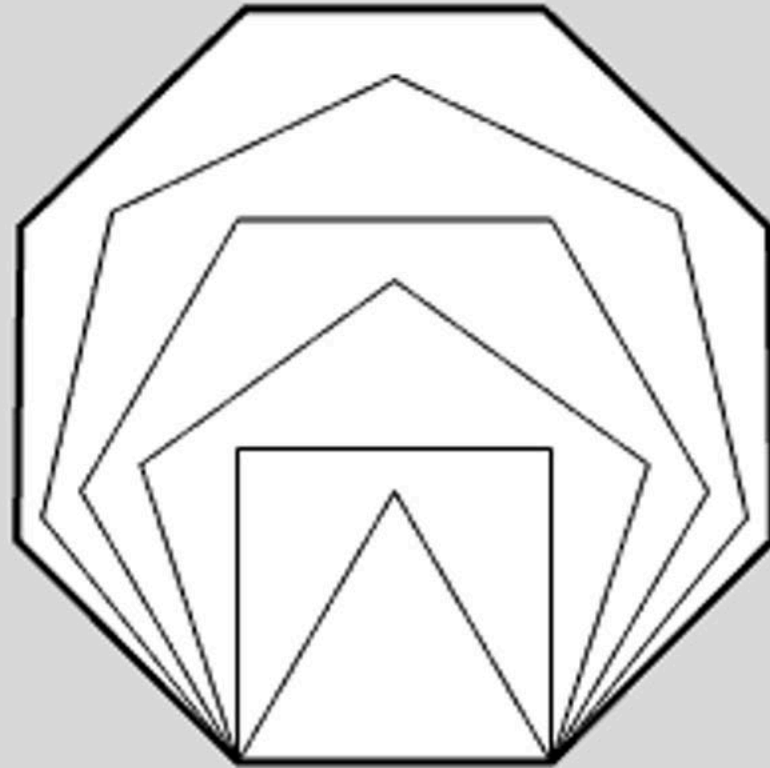


*Honor your **intersectionality** (you are a woman and you are...) as you find, develop and own your voice.*





HINT...



Breathe in



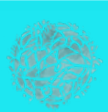
“Women are in a double bind. If we talk in a way that people think is self-effacing, like apologizing a lot, or not talking up what we’re good at, or acting like we’re better than everyone else, we’re underestimated at work. But if you talk in a way that you’re confident, then you’re seen as too aggressive.”

Dr. Deborah Tannen





[Ban Bossy — I'm Not Bossy. I'm the Boss.](#)



Why did I say that?





Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Turning a statement into a question. (*What if we got coffee? What if we cut this budget?*)

A great resource: **Harvard Business Review**, *Women at Work* podcast, “Make Yourself Heard,” S.1, Ep. 1.



Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Upspeak/lilt at the end of the sentence to sound like a question??



Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Discounting your work by starting sentences with, “I haven’t researched this much but ...”; “I’m just thinking off the top of my head but ...”; “You’ve clearly been studying this longer than I have, but ...”



Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Going out of your way to avoid any conflict.



Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Avoiding the word “I” and using “we” because credit taking seems egotistical.



Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Notice how often you use the word “just” verbally or in writing.



Conversational “ticks” can be gendered and get in the way of your voice being heard, for example:

- Apologizing even if it's not your fault (*sorry you weren't at the meeting, not sure if you knew about it – even though you know they know*).



Conversational “ticks” can be gendered and get in the way of your voice being heard...

- Turning a statement into a question.
- Upspeak/lilt at the end of the sentence to sound like a question.
- Discounting your work by starting sentences with, “I haven’t researched this much but ...” etc.
- Going out of your way to avoid any conflict.
- Avoiding the word “I” and using “we” because credit taking seems egotistical.
- Apologizing even if it’s not your fault (e.g., sorry you weren’t at the meeting, not sure if you knew about it – even though you know they know).
- Notice how often you use the word “just”.



In the chat:


What is your experience with these communication “ticks”? Have you seen how they impact a woman’s credibility or professional advancement?

Catch yourself – stop apologizing! Be more SELF-AWARE

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check who's dominating the conversation

who's talking?

a dude

00:00

not a dude

00:00



In the chat*

What is your experience with these communication “ticks”? Have you seen how they impact a woman’s credibility or professional advancement?

In the chat: What does the image of the lion evoke?



The word شیرزن (SHEER-ZAN) in Farsi/Persian means lion-woman (not lioness) and denotes a powerful, influential and courageous woman. She owns the ground she inhabits.



“The lion’s story will never be known as long as the hunter is the one to tell it.”

—West African Proverb





CLCBE



A coping strategy when you “receive” an offending comment, or when telling or listening to stories of stress rooted in diverse identities:

- ***Calculate***
- ***Locate***
- ***Communicate***

- ***And then: Breathe and Exhale – after each step!***



CLCBE Step 1:

Calculate on a scale from 1 to 10 how stressed out you feel at the moment you are anticipating, engaging, remembering, or sharing the stressful encounter. A "10" means "I feel very stressed right now," while "1" means "I'm not stressed at all." *Then breathe and exhale.*





CLCBE Step 2:



Locate on your body where you feel the most stressed. Breathe and exhale slowly again. The more specific you can be about the effect of the stress on that body part, the more you will be able to manage it.



CLCBE Step 3:



Communicate:

- What do you say to yourself during the memory or the event? That is “Self-Talk.”
- What do you see during the memory or the event? That is “Self-Imaging.”
- What do you notice about yourself (thoughts, emotions, and body reactions) and do you have someone to share that with?
- Tell your story...



Lion-women (SHEER-ZAN) Break-out groups:



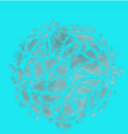
In Pairs: Share a brief story of a time where ***you wish you had said, or wish you had not said something*** where there was a gender dynamic at play.

Try to CALCULATE, LOCATE, COMMUNICATE + BREATHE & EXHALE while telling your story.

We will start at the top of the hour.
Please feel free to take a break, get a
snack, whatever you need. Or, stay with
us to visit until we begin our next
section, “Reinforce.”



Reinforce – this is our
time to amplify
experiences, voices,
reflections and to grow



I wish I had said that!

The background of the slide features three stylized silhouettes of people in a meeting. On the left is a blue silhouette of a man in profile, facing right. In the center is a pink silhouette of a woman with her back to the camera, looking towards the right. On the right is a yellow silhouette of a woman in profile, facing left. The silhouettes are semi-transparent, allowing the text to be visible through them. The background is a light blue gradient.

Let's consider meetings...

Do you need to take steps to be seen and heard at the meeting?

Do you feel talked over?

How might you remedy that?

A common scenario:

- You are in a meeting among leaders – maybe it's your Board, maybe it's a zoom session with other Heads of School, or leaders you respect.
- You have offered some ideas that contribute to the discussion moving forward.
- After a couple unrelated comments, one of the more outspoken/respected (white) men in the “room” speaks up and reiterates most parts of your idea.



Ann's story:

A rival in her organization said, “you are sandbagging these numbers” during an important meeting with leadership. Ann was shocked, her team kept going, and she has been furious ever since. She had reached out earlier to the person to suggest lunch outdoors or some f-to-f time to clear the air, but has been “ghosted.”

Better meetings...

- Establish meeting norms and expectations; this can include “quiet” pauses.
- For a more effective meeting, master the pre-meeting. The meeting sometimes can be like the stage, where you are heard and evaluated.
- Create or suggest relational/creative/ice-breaker time at the start of some of the meetings, esp in pandemic.
- Arrive early to the meeting.
- Use **muscular language**:
 - For example, say: “my plan is” instead of “what if we tried this??”
- A manager or mentor can practice in advance with the woman on what they think about the subject or how they might speak up or prepare a couple of questions in advance.
- Ask for clarification: “what do you mean by...” and slow down to come up with a response.
- Interruptions: There is a study that male justices on the Supreme Court interrupt female justices three times more than they interrupt male justices. How can you try to stop interruption?



Break-out Groups:

Consider an awkward scenario that you've encountered (or heard about). Use this time to consider and get ideas around what you **could have done**, and **how you can learn** for future challenges/confrontations.

Reflections



Thank you...

***Please reach out with any
questions or suggestions:***

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- *The ISS Mary Anne Haas* -
WOMEN'S SYMPOSIUM

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