

How Not to Be a BWitch

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Women in Pediatrics

Almost 70% of Pediatricians are
women



BREAKING UP OF THE BLUE STOCKING CLUB.

Do Women Hate Each Other?

Thomas Rowlandson's
1815 caricature 'The
breaking up of the
bluestockings club'



Mom Shaming

STOP MOM SHAMING!

Breast Milk or Formula

Co-Sleep or Independent Sleep

Cloth or Disposable

C-Section or Vaginal



Epidural or Natural

Pick Up or Let Cry

Working or Stay At Home

Public or Home School

Single or Married



Every parent has their own right to
raise their child how they feel is best.

It's NOT your baby, it's HERS!



Seriously. Enough is enough. 🧑

Mom Shaming

mom guilt:

our inner dialogue
that tells us that we
should've done
something different
even though we can't
know if the decision
we made was wrong.

example:
feeling guilty for
staying home even
though you could use
the income. or working
even though you want
to see your kids more.

you basically never
win with yourself.

mommabirdblog.com

Mom Guilt



Pinterest Mom



Pinterest Mom



Queen Bee Syndrome

Meryl
STREEP
Anne
HATHAWAY

Complete Original Motion Picture Score



THE
DEVIL
WEARS
PRADA

Music Composed By **THEODORE SHAPIRO**

Queen Bee Syndrome

Coined in 1973

Woman who achieves success in a male dominated field

Often takes on masculine traits

Often will distance herself from other women

May treat subordinates who are female more critically

May refuse to help other females rise up the ranks



Queen Bee Syndrome

- As of January 2018, only 28 of the 500 Fortune 500 CEOs are women, and none are women of color
- 24.9% of state legislatures are women
- In 2014, only 20% of senior officers in U.S. high tech industries were women
- In 2016, only 17% of the leadership positions of the top 250 grossing films were women



Queen Bee Syndrome

- Women who experienced the highest levels of gender-based discrimination earlier on in their careers are more likely to display Queen Bee tendencies
- In unbalanced work environments, gender-based discrimination is the highest
 - Abuse fosters abuse
- Women who have to fight their way to the top feel like they must take on masculine traits to fit in
 - Networking by playing golf
- Maybe there is a spot for only one leader
- Women do not intentionally change their behavior
 - They do so through implicit gender bias - when the unconscious mind affects a person's attitudes and actions.



Effects of Queen Bee Syndrome

- German researchers discovered that women who report to women suffer more from headaches, depression, insomnia and heartburn than women who work for men.
- Soul crushing/Dread going into work
- Higher blood pressure
- Mood changes
- Panic attacks
- Stress
- Ulcers
- Worry

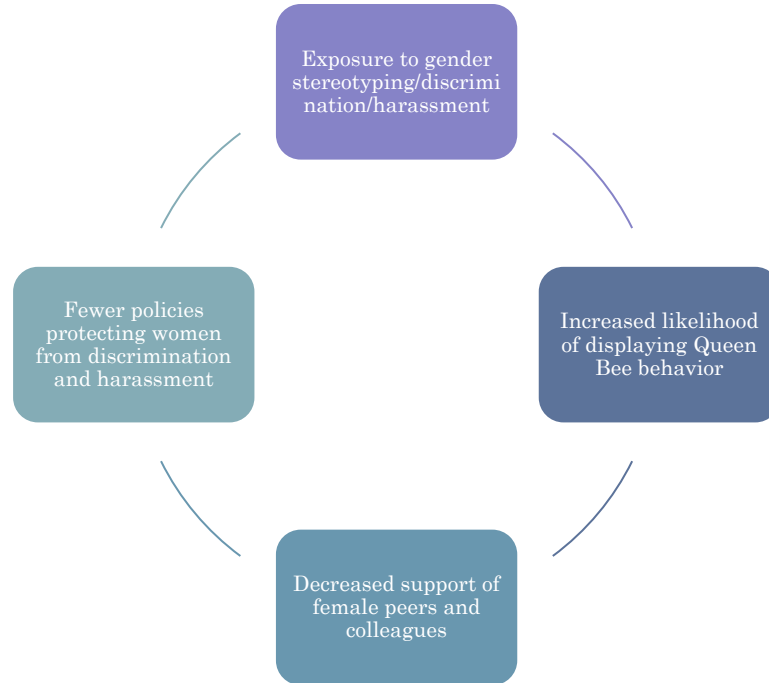


Effects of Queen Bee Syndrome

- Loss of social support from other women
- Reduced self-esteem and career success of women in non-leadership positions
- Discontinued comprehensive gender equality policies in the workplace
- Reinforced sexist gender hierarchy
- Increased rates of sexual harassment and violence
- Loss of diverse perspectives in the workplace



Effects on Younger Females





Queen Bee Syndrome

- One study out of Germany revealed that female CEOs were 50% more likely to hire a female CFO and 55% more likely to have business units run by women.
- Women working in female-run businesses are less likely to be found in HR or legal departments and more likely to be in higher, more influential roles.
- Some argue that it is a perceived bias.
 - Adding extra exclamations and smiley faces to emails
 - Being called a **B**witch for being assertive

What Was the Blue Stocking Club

- Started in 1750
- Society of England where privileged women would meet to discuss literature and the arts rather than fashion
- These women supported each other in intellectual endeavours





Scenario 1

- You are in residency and your colleague is pregnant with her 3rd child and will be going on maternity leave...again. This is her 2nd child during residency. How do you feel about that?
 - a) Congratulations! That's exciting for you!
 - b) Great, now I have to cover extra call for you.
 - c) I want a 6 week break from this Q4 call.

Scenario 2

A breastfeeding group is trying to close the gap in newborn follow-up from the hospital to the pediatrician's office, especially in Medicaid patients. As a pediatrician, you feel like they are taking business away from you and you are seeing these babies when they are 1-2 months old. You decide to:

- a) Complain about them with your local pediatric Facebook group
- b) Complain to your local AAP chapter
- c) Reach out to the breastfeeding group to see what's going on





Scenario 3

- You receive an email from a fellow female physician, and she addresses you by your first name
- Does this offend you? Why or why not?
- If it offends you, how do you respond?



Scenario 4

A lawyer in a big firm is assigned under a female partner along with 2 other males. She is assigned most of the administrative tasks (secretarial/paralegal work) even though she was not the lowest ranking lawyer in the group.

- What should she have done in that situation?
- What do you think a male would have said in that situation?



Scenario 5

- An amazing MA who works up the most patients in my office gave me her resignation letter. Her son was having a lot of trouble at his current daycare, and he is wait listed at multiple other daycares. There is nobody at home to take care of him and so she has to quit her job.
- What would you do?



Scenario 6

- My front desk person started off strong but was making a lot of careless mistakes. I knew she was a hard worker, had a lot of personal family problems, but seemed like she really wanted to be working at our office. She calls it her “dream job” and does not want to tell her friends how great things are in fear of jinxing it. But she misses copays, forgets to get DL and insurance cards, etc.
- What do you do?

Scenario 7



- You have 2 nurses who have been best friends. One is very sweet, one is not. When a new hire is not liked by the not sweet one, they will go eat during lunch without them.
- What do you do?



Scenario 8

- You are in medium sized private practice and one of your partners, the only other female partner besides you, does not like the new female pediatrician that the practice has hired. She feels that millennial women don't appreciate or know how good/easy they have it.
- What do you say/do?

STOP Female Guilt



1. Being assertive (not an a\$\$)
2. Taking care of your mental health – LOVE yourself!
3. Missing milestones
4. Saying no
5. Asking for help
6. Being emotional
7. Watching trashy TV or reading a trashy novel
8. Asking for more
9. Treating yourself
10. Making mistakes

There is Still a Problem



How to Make a Change

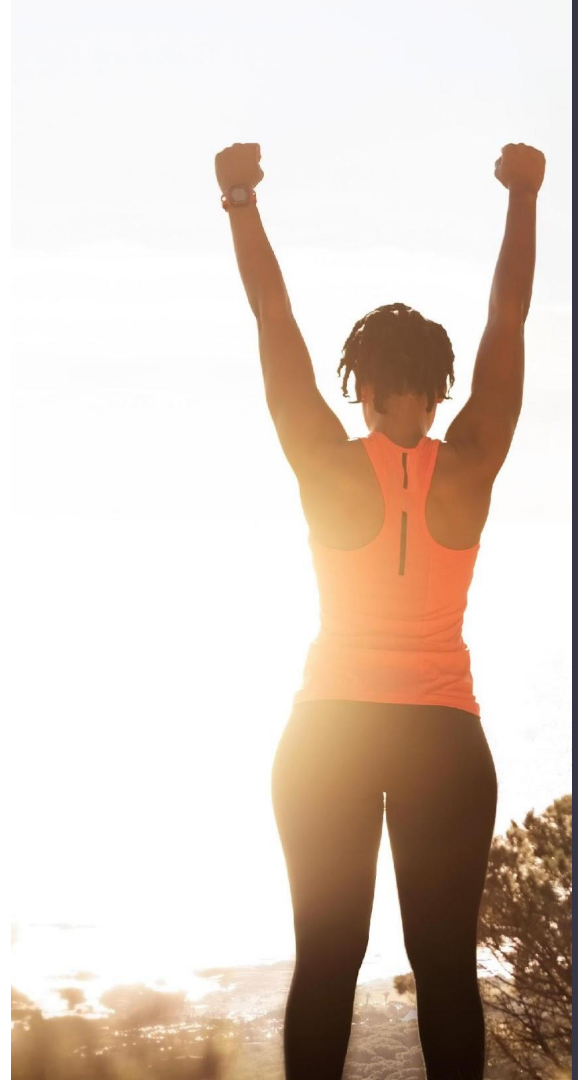
**WHEN YOU SEE A MOM WHO PARENTS
COMPLETELY DIFFERENT THAN YOU, BUT
YOU DON'T CARE BECAUSE YOU'RE NOT A
JUDGEMENTAL JERK.** @mommywintime



- Be a part of Women in Pediatrics!
- Hire a woman who is smarter/better than you
- Have women-only lunches with other professionals
- Mentor new employees (other pediatricians, RN's, LPN, MA's)
- Celebrate each other
- Give official recognitions when possible
- Facilitate bonding activities – professional team building

How to Make a Change

- Create opportunities for her to shine
 - Nominate for an award
 - Have her present at the company meeting
- Remove obstacles that prevent her from succeeding
- Encourage her to realize her potential
 - Set expectations high, but attainable
- Find out what's important to her and help her achieve it
- Lead by example





How to Make a Change

- Don't ignore gender bias but finds ways to combat it
- Teach other women about implicit gender bias



How to
Make a
Change



How to Make a Change