

DISH & DISCUSS

Balancing Act: Parenthood, Work, & Life

HANNA SONG, PH.D.

PANEL: DR. JULIA GREER, DR. TARA MASTRO, & DR. AMANDA ZELLMER

JANUARY 25, 2017

Learning Outcomes:

After today's workshop you will be able to:

- Recognize the challenges of balancing parenthood, work, and life.
- Hear from a panel of STEM women/mothers who will share their experiences.
- Identify some strategies for achieving balance.



History of Sexism & STEM

Structural exclusion of women from science can be traced back to the 18th Century



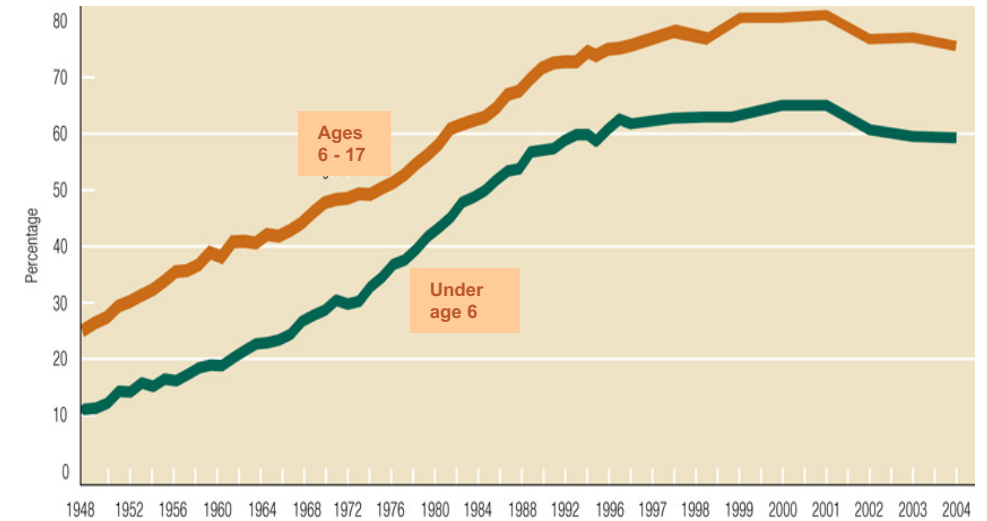
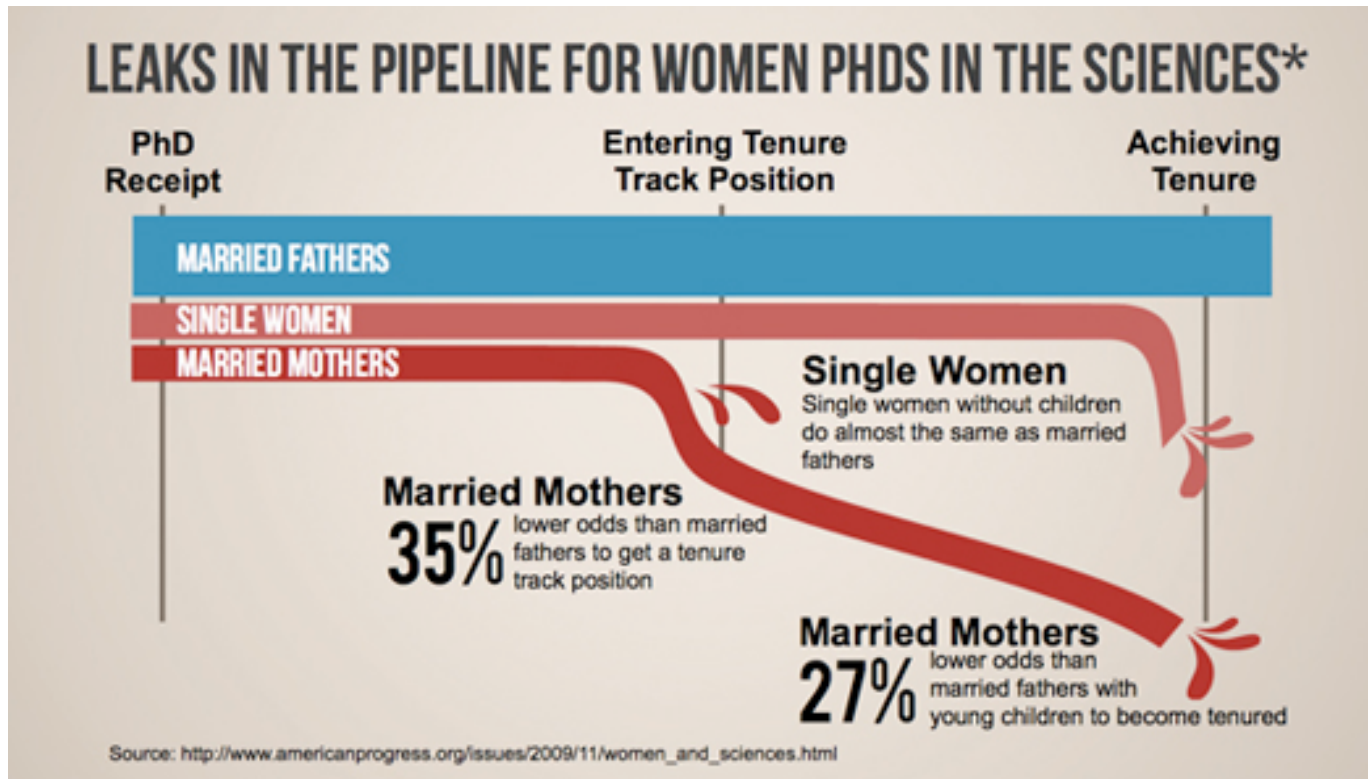
Maria Goeppert-Mayer



Beatrice Hill Tinsley



Pipeline Leaks

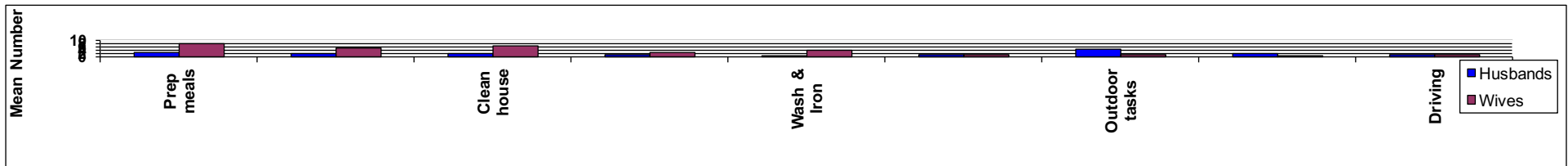


Labor Force participation rates for married women, by age of youngest child

INTRODUCTION: 2ND SHIFT



Mean Number of Hours Spent on 9 Household Tasks per Week by Dual-Earner Spouses



DISH & DISCUSS

Panel Question :

When did you decide you wanted to be in SCIENCE?

DID YOU HAVE PRECONCEIVED NOTIONS OF WHO A SCIENTIST WAS?

DID YOU HAVE ROLE MODELS FOR THE SCIENTIST YOU WANTED TO BE?

DISH & DISCUSS

Panel Question:

When and how did you decide you wanted to be a parent?

DID YOU HAVE TO THINK ABOUT YOUR CAREER AND/OR STEM PATHWAY?

DID YOU CONSIDER NOT HAVING CHILDREN?

DISH & DISCUSS

Panel Question:

Do you think there is a different set of expectations in how you balance work, parenthood, and life?

FROM THE MICRO TO MACRO: YOUR COLLEAGUES, DEPARTMENTS, LABS, INSTITUTIONS, LARGER STEM COMMUNITY, NATION, WORLD?

DISH & DISCUSS

Panel Question:

How have you balanced your various roles and was it different in different stages of your life?

HAVE YOU EVER HAD TO "CHOOSE" OR PRIORITIZE A ROLE?

WHAT WERE SOME OF THE "CHOICES" YOU HAD TO MAKE? AND HOW DID YOU MAKE THEM? WOULD YOU HAVE DONE ANYTHING DIFFERENTLY?

Strategies for Balancing:

- ❖ Set Priorities!
- ❖ Use resources to free up time/energy
- ❖ Connect with others who share similar challenges
- ❖ “Done is better than perfect!” (Sheryl Sandberg)
- ❖ Avoid comparisons, guilt! BE KIND to yourself!
- ❖ Challenge the norms, policies, and processes that were designed historically during a time where men worked and women were at home.
- ❖ Change normatives and the “science culture”
- ❖ Find role models and mentorship from successful STEM
- ❖ Seek out campus resources (see handout!)
- ❖ <https://diversitycenter.caltech.edu/Education/DD8>

