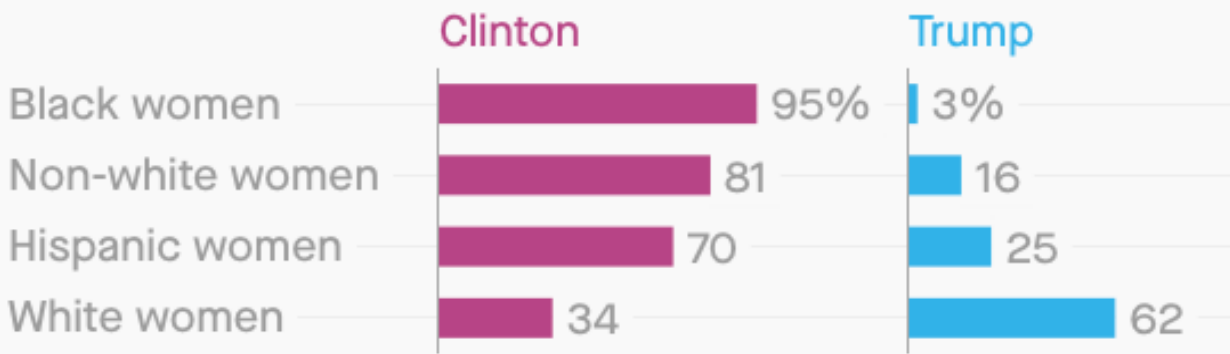


Women supporting women: An untapped resource

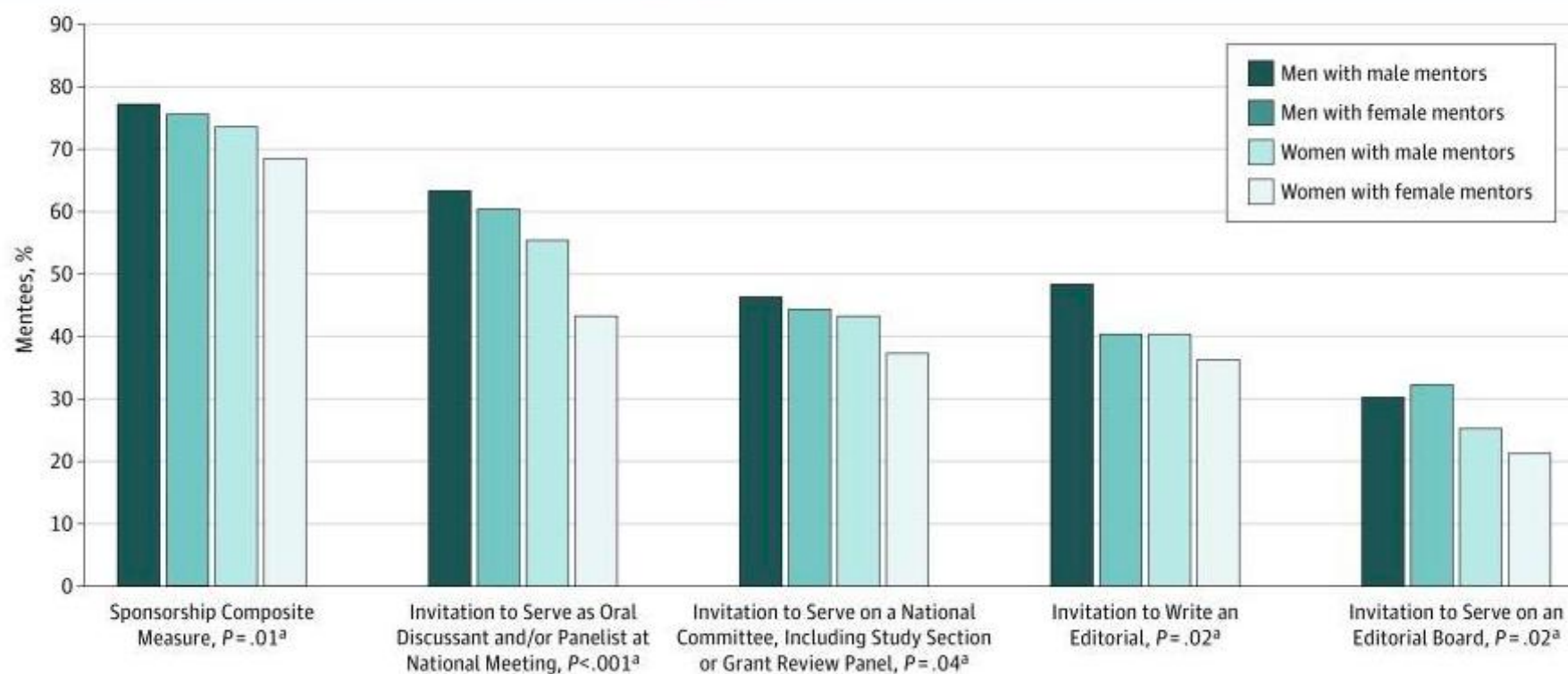
Catherine Matthews, MD FACS FACOG
Professor of Urology and Gynecology





Differences in Mentor-Mentee Sponsorship in Male vs Female Recipients of National Institutes of Health Grants

[Elizabeth W. Patton](#), MD, MPhil, MSc,^{1,2} [Kent A. Griffith](#), MS,³ [Rochelle D. Jones](#), MS,^{4,5} [Abigail Stewart](#), PhD,⁶ [Peter A. Ubel](#), MD,⁷ and [Reshma Jagsi](#), MD, DPhil^{4,5,8}





Why Do Women Bully Each Other at Work?

Research suggests that conditions in the workplace might be to blame.

OLGA KHAZAN SEPTEMBER 2017 ISSUE





The Queen Bee does not like COMPETITIVE threat

☰ The New York Times



News Analysis

Why Women Aren't C.E.O.s, According to Women Who Almost Were

It's not a pipeline problem. It's about loneliness, competition
and deeply rooted barriers.





Original Research

Comparison of Women in Department Leadership in Obstetrics and Gynecology With Those in Other Specialties

Lisa G. Hofler, MD, MPH, Michele R. Hacker, ScD, MSPH, Laura E. Dodge, ScD, MPH, Rose Schutzberg, BA, and Hope A. Ricciotti, MD

RESULTS:

1. Women were **significantly underrepresented** among chairs and division directors for all specialties except anesthesiology & radiology.
2. Women were **significantly overrepresented** as residency program directors in general surgery, anesthesiology, obstetrics and gynecology, and pediatrics

Female Physicians Do Great Work



Patients Cared For By Female Doctors Fare Better Than Those Treated By Men

December 19, 2016 · 11:08 AM ET
Heard on [All Things Considered](#)

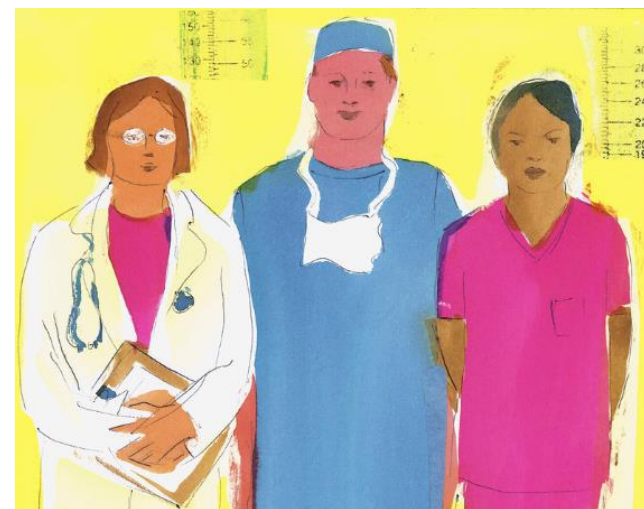
JOHN HENNING SCHUMANN

SARAH-ANNE HENNING SCHUMANN

FROM **Public Radio Tulsa**
KWGS 89.5 KWTU 88.7

Harvard researchers have found that female doctors who care for elderly hospitalized patients get better results. Patients cared for by women were less likely to die or return to the hospital after discharge.

The study's authors estimate "that approximately 32,000 fewer patients would die if male physicians could achieve the same outcomes as female physicians every year."



Elderly hospitalized patients taken care of by female doctors had better results than those seen by male doctors.
Julie DeLeon/Detty Images

Gender Differences in Time Spent on Parenting and Domestic Responsibilities by High-Achieving Young Physician-Researchers

Shruti Jolly, MD; Kent A. Griffith, MS; Rochelle DeCastro, MS; Abigail Stewart, PhD; Peter Ubel, MD; and Reshma Jagsi, MD, DPhil

Background: Female physician-researchers do not achieve career success at the same rate as men. Differences in nonprofessional responsibilities may partially explain this gap.

Objective: To investigate the division of domestic labor by gender in a motivated group of early-career physician-researchers.

Design: Nationwide postal survey between 2010 and 2011.

Setting: United States

men to have spouses or domestic partners who were employed full-time (85.6% [95% CI, 82.7% to 89.2%] vs. 44.9% [CI, 40.8% to 49.8%]). Among married or partnered respondents with children, after adjustment for work hours, spousal employment, and other factors, women spent 8.5 more hours per week on domestic activities. In the subgroup with spouses or domestic partners who were employed full-time, women were more likely to take time off during disruptions of usual child care arrangements than men (42.6% [CI, 36.6% to 49.0%] vs. 12.4% [CI, 5.4% to 19.5%]).

9 hours more per week!

The New York Times

<https://mobile.nytimes.com/2017/12/07/upshot/being-a-doctor-is-hard-its-harder-for-women.html>

Being a Doctor Is Hard. It's Harder for Women.

Female medical residents and physicians endure bias and a larger burden with home duties. They also face a greater risk of depression.

Dec. 7, 2017

BASED ON THE UNTOLD TRUE STORY

MEET THE WOMEN YOU DON'T KNOW,
BEHIND THE MISSION YOU DO.

HIDDEN FIGURES





Wake Forest Baptist Medical Center



Women need to sponsor other women



MENTORSHIP.



SPONSORSHIP. ♡

What can you do to sponsor another woman in your department/group/organization?



In summary:

- Sponsorship translates into leadership
- Competitive threat inhibits this process
- Women are more powerful when they support other women