



Leading with Allyship: Empowering Women in Medicine

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Who is SLS?

We believe...

- Leadership is for everyone
- Leadership is not positional
- Leadership is learned
- Leadership is lifelong

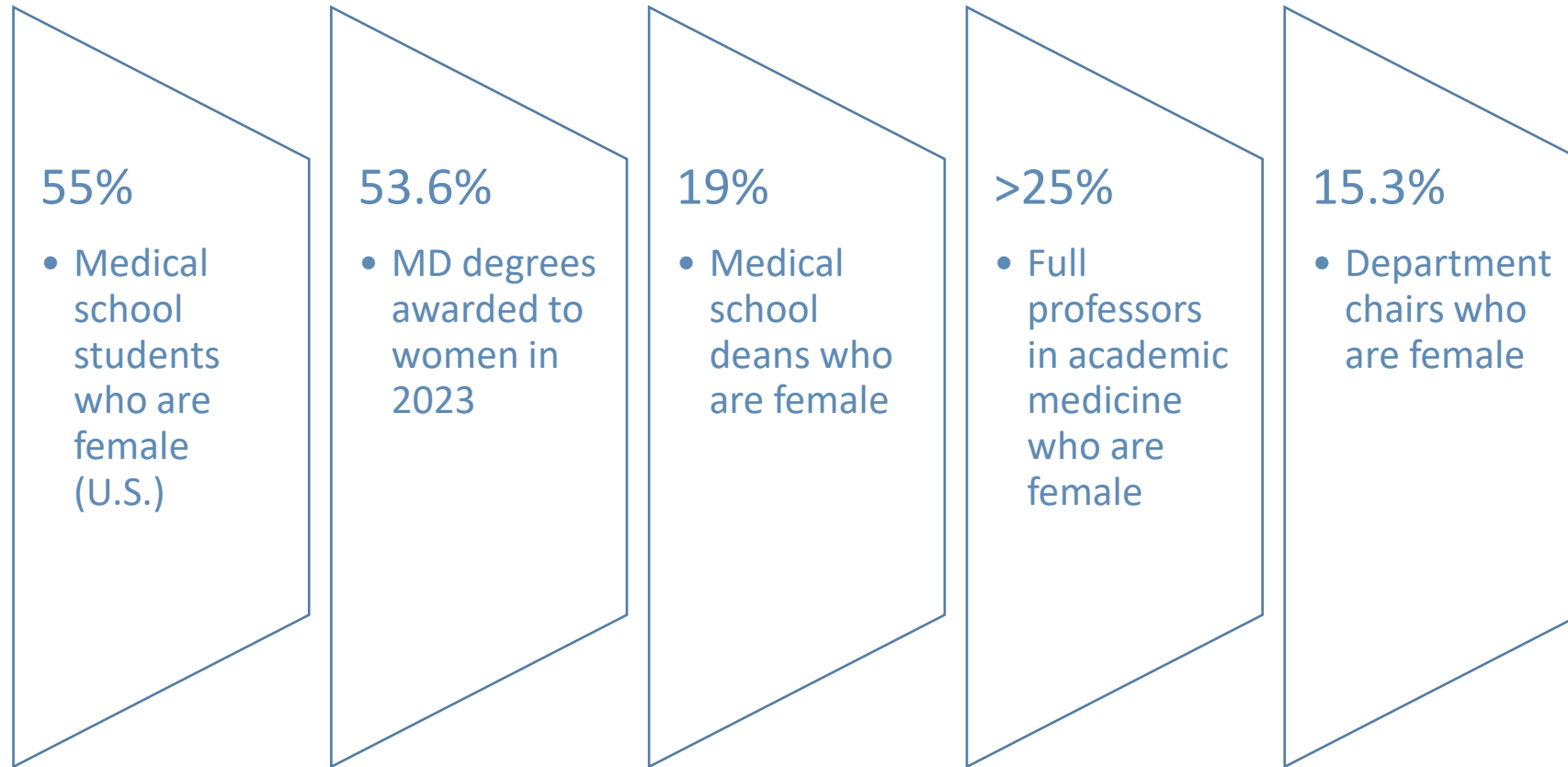
Session Objectives

- Reflect on your personal leadership responsibility
- Understand the role of allyship for women in any industry
- Realize the impact of gender inequality and systemic barriers in the medical industry
- Connect with others through shared experience.



This is an invitation to pause, reflect, and connect with your own leadership journey.

The Current Landscape





Barriers to Gender Equity

- Unconscious bias and stereotypes
- Lack of mentorship and sponsorship
- Unequal distribution of domestic/caregiving responsibilities
- Workplace discrimination



Tools to Promote Gender Equity

Organizational

- **Bias training**
- **Transparent hiring and promotion practices**
- **Transparency with compensation and pay; includes pay audits**
- **Flexible schedules**

Individual

- **Advocate for fair assignments**
- **Promote women and celebrate awards, leadership roles, etc.**
- **Use data to make inequities visible**
- **Use action verbs when introducing women**



Allyship in Action

How to be a strong ally.....

- **Listen and learn**
- **Speak up**
- **Sponsor and advocate**
- **Share power and make space**
- **Practice self-awareness**

Resources

- **Find/build a community**
 - **@ZagWomenLead**
 - **www.gonzaga.edu/womenlead**
- **Educate yourself**
 - **Podcast: Shameless Leadership**
 - **Book: *How Women Rise*, Marshall Goldsmith & Sally Helgesen**
 - **Report: McKinsey's *Women in the Workplace* Annual Report**
 - **Self-Assessment: EQ profile, StrengthsFinder, 360 Profile**

Challenge

What will you do differently
after this session?

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