

Balance Conference August 2006
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Notes about gender schemas

'Schemas' is a gentler word than stereotypes. They are inevitable in our culture and problematic only if unacknowledged and associated with authoritarian, intolerant and rigid hierarchy.

We need to be aware of unspoken *EXPECTATIONS*
We value *EQUALITY*
We want *OPTIONS*
We look out for and ahead to our *GOALS*

To do list

After hearing information that women consistently undervalue their work and fail to even ask for better salary or benefits

Take lunch
Set limits
Value self
Ask

Further references

What's Holding You Back? 8 Critical Choices for Women's Success

Linda Austin, MD 2005

Restoring the Balance: Women Physicians and the Profession of Medicine 1850-1998

Medicine & Motherhood: Shifting Trends Among Women Physicians 1922-1999

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Dilemmas of a Double Life, women Balancing Careers and Relationships

Nancy Kaltreider 1997

Taking Care: the Changing Roles of Women in Healthcare

Emily Friedman 1994

Metacognition and Intuition in Medical Education

Mark Quirk 2006

The Reflective Practitioner: How Professionals Think in Action

Donald Schon 1983

Educating the Reflective Practitioner

Donald Schon 1987

How Doctors Think

Kathryn Montgomery 2005

Why So Slow? The Advancement of Women

Virginia Valian 1998 <http://maxweber.hunter.cuny.edu/psych/faculty/valian/valian.htm>

www.hunter.cuny.edu/gendertutorial and www.hunter.cuny.edu/genderequity