

WEBVTT

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00:00:00.000 --> 00:00:01.330

That we're getting people.

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00:00:02.920 --> 00:00:16.760

Bobbi Woody-Mistriell (SLAC): It always catches me up as we're getting started this morning. Please participate in our full. Ev. We won't be getting started here in a few moments. We're just going to give folks a few moments to at

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00:00:16.940 --> 00:00:23.830

Bobbi Woody-Mistriell (SLAC): to jump into the meeting, so the link for the Poly V is currently in the chat.

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00:00:30.340 --> 00:00:33.610

Bobbi Woody-Mistriell (SLAC): and then, whilst the y'all are doing that.

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00:00:35.780 --> 00:00:39.130

Bobbi Woody-Mistriell (SLAC): is it not working my bad? Let me try that.

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00:01:03.740 --> 00:01:05.519

Bobbi Woody-Mistriell (SLAC): Okay.

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00:01:05.920 --> 00:01:10.790

Bobbi Woody-Mistriell (SLAC): The Poly V. Appears to be malfunctioning my apologies.

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00:01:11.050 --> 00:01:20.700

Bobbi Woody-Mistriell (SLAC): In that case we will skip the Pole V and get right into it. Ivan, if you could be so kind as to pull up the first slide.

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00:01:21.010 --> 00:01:23.190

Maria Maravilla: It sounds like for some.

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00:01:23.380 --> 00:01:25.450

Bobbi Woody-Mistriell (SLAC): Oh, it is working for some. Okay.

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00:01:25.600 --> 00:01:26.410

Maria Maravilla: Okay?

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00:01:28.220 --> 00:01:31.070

Bobbi Woody-Mistriell (SLAC): Sorry. The slide previous to that one, please.

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00:01:33.750 --> 00:01:50.800

Bobbi Woody-Mistriell (SLAC): Okay. So just a quick little housekeeping notes. Please have your videos on, if possible. It makes us feel like we're all together in this. So please also please mute your mic unless you're speaking. This meeting will be recorded, as you'll notice earlier, and we do have close captioning available.

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00:01:52.150 --> 00:02:03.170

Bobbi Woody-Mistriell (SLAC): Okay, yes, we can skip the Poly. V and yeah, let's go ahead and get into it on that happy note. I'm going to hand it over to my Co-lead Maria to go ahead and kick us off

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00:02:03.190 --> 00:02:22.850

Maria Maravilla: all right. Welcome everyone. I'm Maria Mar via Co-lead for Stanford women and technology plus in partnership with Bobby Woody Mystriell we're so excited for today's event that's focused on career development and advancement for women in Tech. Here at Stanford

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00:02:23.360 --> 00:02:24.620

Maria Maravilla: next slide.

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00:02:26.550 --> 00:02:38.960

Maria Maravilla: So here's a snapshot of our agenda for today's time that we're spending together, we will hear from the fabulous with plus data analysis team who is presenting the results of their work

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00:02:39.070 --> 00:02:46.470

Maria Maravilla: that will give us some insights into career development for women here in Tech, at Stanford.

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00:02:46.960 --> 00:02:51.440

Maria Maravilla: The we will then follow with the Q. And a. Session and discussion.

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00:02:51.840 --> 00:03:00.080

Maria Maravilla: and where you'll get a chance to dive deeper into conversation with our speakers, ask questions, engage with colleagues across campus.

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00:03:00.110 --> 00:03:08.140

Maria Maravilla: We'll wrap it up our time, together with some announcements on how you can get involved and stay engaged with the community.

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00:03:08.670 --> 00:03:12.180

Maria Maravilla: So with that note i'll hand it back to to Bobby.

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00:03:13.540 --> 00:03:30.290

Bobbi Woody-Mistrirel (SLAC): Thank you, Maria. So for those of you who don't know what is Stanford wit? We are a growing community of women and allies who work in and have an interest in technology. We are focused on cultivating a community of support, engagement and providing training and resources

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00:03:30.290 --> 00:03:33.590

Bobbi Woody-Mistrirel (SLAC): that address the fundamental challenges that the community faces.

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00:03:33.770 --> 00:03:51.720

Bobbi Woody-Mistrirel (SLAC): But as always, there's not a community without you. So, as you watch our programming and enjoy this event, keep in mind that we are always looking for new members, and there will be some definite opportunities to join up and help plan cool events like this later on in the segment

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00:03:51.890 --> 00:03:55.040

Bobbi Woody-Mistrirel (SLAC): next slide, please. So

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00:03:55.210 --> 00:04:11.390

Bobbi Woody-Mistrirel (SLAC): just in case You're curious as to what you get out of joining with other than helping out. Some awesome people do some awesome things is you will have the ability to learn new skills and build expertise and leadership. These are things that you can put on your resume and on your

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00:04:11.810 --> 00:04:26.370

Bobbi Woody-Mistriell (SLAC): Oh, my brain just failed, and on your performance Review. That's where I was going with that. You'll also be helping to empower the next generation of women, and who doesn't want to do that we always need to pay it forward.

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00:04:26.370 --> 00:04:36.830

Bobbi Woody-Mistriell (SLAC): And then also, being part of this community, is helping to advance representation, engagement and support for women and allies. Is technology rolls at Stanford, which is something that we all need.

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00:04:36.880 --> 00:04:46.950

Bobbi Woody-Mistriell (SLAC): So again, later on we will have some opportunities for you to join the community. Join the committees. So, please, if you got the bandwidth, we'd love your help

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00:04:47.100 --> 00:04:49.050

Bobbi Woody-Mistriell (SLAC): all right next slide.

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00:04:50.510 --> 00:05:08.480

Bobbi Woody-Mistriell (SLAC): And just in case you're curious about what we are focused on in terms of programming areas. So we've got a couple of focuses for this year networking community building, special development technology, bias and allyship. But for today we are focused on the very crucial and always important

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00:05:08.480 --> 00:05:26.430

Bobbi Woody-Mistriell (SLAC): career journeys, navigation, and advancement, and that is what this whole presentation is about. So, without further ado, let's get into it. I'm going to hand it back over to my colleague, Maria, for the introductions. All right. Now I get the distinct honor to introduce our speakers. For today.

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00:05:26.680 --> 00:05:28.840

Maria Maravilla: When I first

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00:05:28.940 --> 00:05:34.710

Maria Maravilla: was presented with this analysis, I left feeling galvanized, inspired.

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00:05:34.930 --> 00:05:35.840

Maria Maravilla: and

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Maria Maravilla: and thinking this topic really needs a bigger stage.

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00:05:41.360 --> 00:05:47.840

Maria Maravilla: So what better way to kick off our 2,023 events than this?

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00:05:48.080 --> 00:05:57.430

Maria Maravilla: They are part of the with data analysis, committee. And These women spent a part of 2,022, conducting some in-depth interviews with our wit, plus community

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00:05:57.540 --> 00:06:19.400

Maria Maravilla: in an effort to understand more about career development and investment opportunities for women in tech roles here at Stanford. So before I introduce them, we would like the speakers to get through the presentations. But if you have questions along the way, please feel free to drop them in the chat or hold your questions until the Q. And a. Section.

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00:06:19.900 --> 00:06:30.310

Maria Maravilla: So to introduce our 3 members, Trina Glenn, You it Pmo. Manager for University it Tina Delpon.

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00:06:30.420 --> 00:06:41.930

Maria Maravilla: product and program manager for Stanford Medicine, Technical and Digital Solutions and Michelle read Data analysis, Manager for Stanford Alumni Association.

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00:06:42.090 --> 00:06:48.290

Maria Maravilla: I will now turn it over to Trina to take us through the analysis. Take it away, Trita.

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00:06:49.260 --> 00:07:04.900

Trina Glidden: Great good morning, everyone. Thank you, Maria, for that introduction. I hope everyone is having a very good spring, You know, today this this presentation is long overdue. As Maria mentioned, we've started this effort. Actually really the design started in 2,021. But

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00:07:04.900 --> 00:07:16.200

Trina Glidden: the interviews and the insights that we'll share with you today part started in 22, and and we're the presenting out here in the first call. First quarter this year. It is, I will say, a little bit

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00:07:16.360 --> 00:07:23.960

Trina Glidden: with bitter sweetness to present to you today because this will be book ending our Whit Data Analysis Committee chapter.

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Trina Glidden: But good news is, it will be reborn and rebranded into a larger data. No analysis committee. If you hadn't heard of the ideal family, you'll have an opportunity to participate then. So if there are things you see here that you want to delve in deeper. We'd love to hear your feedback, and we can certainly encourage you through our wit chairs of how you can get more involved.

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00:07:44.160 --> 00:07:56.330

Trina Glidden: We can go to the next slide. So, as you saw from our pictures earlier, this is who we are. We're a small nimble committee. The 3 of us will be presenting today. But I didn't want to forget Tiana, who was very pivotal in helping us conduct interviews

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00:07:56.440 --> 00:08:12.200

Trina Glidden: Tina and and myself. I've been sharing this committee, since which inception back in 2,018, Tina also has been on the committee since its inception in 2,018. So thank you for your service. Tina and Michelle joined us right when we were starting this 2 2 year effort.

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00:08:12.200 --> 00:08:34.400

Trina Glidden: and, as you can see from her day job as a data analysis manager, absolutely pivotal. We would not have been able to complete this methodology without her guidance. Best practices in this arena. So thank you, Michelle, so you'll be hearing from the 3 of us. And then, as I mentioned, Tiana was fantastic. She just started a new role in vendor management in u it, and she was fantastic in helping us conduct our interviews today.

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Trina Glidden: So let's get into a little bit about the methodology.

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Trina Glidden: I will say from the get go a little history setting. We were a team. Our committee was really keen on delving deeper into the career, development, and advancement opportunities of our community.

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00:08:50.680 --> 00:09:08.010

Trina Glidden: and we wanted to vet out several assumptions that we'd been hearing about. And reading about is the lean in article that we're referencing in today's meeting off the rep also reference. This we wanted to see. Did the let's say the glass ceiling exist, or the broken wrong, as the lenient article mentions?

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00:09:08.010 --> 00:09:17.770

Trina Glidden: Did it exist at Stanford? If so, you know to what extent and what areas of Stanford face that if at all could whit help address those topics

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00:09:18.130 --> 00:09:44.590

Trina Glidden: as you can see, we had very ambitious goals from the Get-go, and unfortunately, in the first year or so, back in 2,01819, we hit our own ceiling. We realized pretty quickly that in order to track and trend that data over time would would require access to sensitive Hr data such as job posting salary data. It just wasn't the best fit for our small volunteer base committee

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00:09:44.590 --> 00:09:46.800

Trina Glidden: to analyze on a large scale.

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00:09:47.200 --> 00:10:02.510

Trina Glidden: But we refocused, and we wanted to say, Well, what can we do? Because we really want to get feedback into those experiences, especially from our community. And so we landed on performing in depth career development interviews, which is the methodology you see here.

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00:10:02.580 --> 00:10:17.590

Trina Glidden: we spent about a summer back in 2,021 designing a 1 h Interview script that had up to about 40 questions a little bit like a decision tree depending on what you answered you, you would get subsequent questions.

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00:10:17.910 --> 00:10:34.660

Trina Glidden: We performed those interviews. We conducted those interviews. We spent about 6 months analyzing the data and the responses transcribing it, and lastly, synthesizing those insights and re reporting out into a presentation like you see here today.

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00:10:35.400 --> 00:10:50.150

Trina Glidden: So some of the insights you'll be seeing, hearing about today. We're gonna organize in the 7 categories of the actual interview script. So you'll be hearing about. I'll be presenting a little bit more on the background, and the in the experience of this group of 17

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00:10:50.200 --> 00:11:00.150

you'll be hearing from Tina and Michelle on the more details of the current positions that that group held at the time of the interviews. How were they tackling their career. Development goals.

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00:11:00.320 --> 00:11:14.590

Trina Glidden: what? What were their approaches to job searching? Were there any highlights or challenges that they were currently facing at Stanford? Maybe what are some of those reasons they might leave Stanford. And lastly, of course, how is with supporting them? And what could wit do more

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00:11:15.800 --> 00:11:31.900

Trina Glidden: so? A little bit about the background of this group of 17. We were really pleased with this sample size. If you might recall end of 2,021 around December, we did a volunteer call out in one of our wit connect meetings of please participate, and we've we've got a large group of interest.

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00:11:31.900 --> 00:11:38.130

and it just worked out naturally that we had a great diversity. Diverse pool. Excuse me.

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00:11:38.150 --> 00:11:51.500

Trina Glidden: 40% of this group were within university it and 60 were outside of the university it, and that's actually very representative of the audience that comprises our meetings. These larger would connect meetings so that was great to see.

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00:11:51.550 --> 00:12:04.030

Trina Glidden: We were really pleased to see a pretty, even split

between individual contributors, just over 50% and managers just under 50. That was a we were really hoping to see lots of managers, so that really met our goals there

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00:12:04.360 --> 00:12:09.950

Trina Glidden: and then. Lastly, in terms of where they were at that point in time in their career, trajectory

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00:12:10.090 --> 00:12:24.150

Trina Glidden: 40% were pleased in their current role and wanted to grow so opportunities to continue growing in their current role, whereas 60 were seeking to advance or transition, whether laterally or upward. So that was a good mix as well.

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00:12:24.500 --> 00:12:31.220

Trina Glidden: You can go to the next slide in terms of tenure. Where how long have they been at Stanford or in their current position.

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00:12:31.360 --> 00:12:36.280

Trina Glidden: Look at that scale right there. We had one member who had been with us for 38 years.

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00:12:36.330 --> 00:12:53.560

Trina Glidden: quite an achievement. But overall the 7 years Median, 4 years at Stanford. And then in the current role, we actually had someone who had just started their role. I think that month when we interviewed them so wasn't going to be transitioning out. But you can see 2 years was the median with the upper range of 6 years.

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00:12:53.760 --> 00:13:05.740

Trina Glidden: So that was our a little bit of the background and and general information of this pool of 17 people. I will also, just before we get into some of the insights mentioned, a little disclaimer. This is a sample size.

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00:13:05.740 --> 00:13:27.230

Trina Glidden: but what we are hoping today you'll glean is. You'll be able to hear or see yourself in some of the stories and insights on this on from these interviews. And if you're a manager, you might be able to reflect on some of those factors that you're hearing are pivotal pivotal. To this group's job satisfaction, workplace satisfaction, and see how that aligns with your respective

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00:13:27.230 --> 00:13:33.620

Trina Glidden: organizations. So let's take it away. I'm going to pass it to Tina to start getting into some of the current position.

Highlights.

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00:13:35.990 --> 00:13:36.980

Tina Del Cont: Thank you, Trina.

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00:13:37.670 --> 00:13:47.220

Tina Del Cont: Good morning. Everyone. Thank you so much for joining us today on this very important topic, and a shout out, and the Vic, thank you to the interviewees

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00:13:47.320 --> 00:13:51.060

Tina Del Cont: who helped us out and collaborated on these interviews.

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00:13:51.070 --> 00:13:56.550

Tina Del Cont: It was a a good time with

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00:13:56.810 --> 00:14:02.670

Tina Del Cont: them, and it was a very good learning experience. So once again, thank you very much.

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00:14:02.710 --> 00:14:15.480

Tina Del Cont: So it's Tina mentioned. We asked around 40 questions, and kinda in the beginning of those to jump things off and to kind of get a baseline. One of the first questions we asked was, Why were you successful

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00:14:15.630 --> 00:14:17.510

Tina Del Cont: getting your current position?

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00:14:17.600 --> 00:14:32.390

Tina Del Cont: And I think, as expected, these were some of the insights that we found had experience and skills and background in the group that was looking for a good connection with the team

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00:14:32.530 --> 00:14:36.530

Tina Del Cont: and also manager support with professional development.

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00:14:36.590 --> 00:14:45.780

Tina Del Cont: and I think that's one of the themes that we've seen that when people are looking to move ahead and their career, it's very important to have your manager support

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00:14:45.900 --> 00:14:49.350

Tina Del Cont: on that next slide, please

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00:14:49.700 --> 00:15:00.700

Tina Del Cont: Also, after moving forward, what did you like most about your current position and stamp Stanford for the current position?

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00:15:00.780 --> 00:15:05.760

Tina Del Cont: We see that people were very much

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00:15:05.900 --> 00:15:09.960

Tina Del Cont: into the people. Collaborative work, relationships and leadership.

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00:15:10.280 --> 00:15:17.760

Tina Del Cont: the work in the role itself, the the work, culture, and the environment. And then we look at Stanford as a whole.

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00:15:17.790 --> 00:15:26.990

Tina Del Cont: We see some common themes with the people, the Stanford community, and once again collaboration. In addition to those we see the perks and the benefits, and also

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00:15:28.240 --> 00:15:33.980

Tina Del Cont: the big highlight on the opportunities to grow and learn. So if we look at the broader

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00:15:34.110 --> 00:15:39.760

Tina Del Cont: feedback that we received, we see the common themes of people. Mission

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00:15:39.840 --> 00:15:45.340

Tina Del Cont: being encouraged to change. The system was really important, and also opportunities to learn.

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00:15:45.350 --> 00:15:56.370

Tina Del Cont: Some of the direct feedback was. It seems like a place that encourages Staff to learn, such as stat funds, and taking advantage of talks being given around the university in various areas.

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00:15:56.580 --> 00:16:04.440

Tina Del Cont: They get money for tuition time off and is good. So tuition, reimbursement, staff

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00:16:04.540 --> 00:16:14.410

Tina Del Cont: funding were varying key to folks who were looking to broaden their careers and improve their knowledge in their area of expertise.

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00:16:15.300 --> 00:16:16.760

Tina Del Cont: Next slide, please.

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00:16:20.360 --> 00:16:25.400

Tina Del Cont: And then we moved on to ask, how did you pursue your career goals?

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00:16:25.530 --> 00:16:33.410

Tina Del Cont: So we're looking at 2 different types of resources, internal Stanford resources and external resources from the Stanford resources

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00:16:33.580 --> 00:16:44.310

Tina Del Cont: people pursue additional education and training participate in Stanford programs, very important network and building relationships.

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00:16:44.370 --> 00:16:47.610

Tina Del Cont: and also monitoring the Stanford job sites

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00:16:47.700 --> 00:17:01.550

Tina Del Cont: for the external resources. People were following online resources, such as digital media podcasts, videos and apps also very important, joining networking groups, external to Stanford.

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00:17:01.670 --> 00:17:12.310

Tina Del Cont: Additionally, we heard a lot of feedback on, especially during the pandemic of attending conferences and getting certifications which also helped in advancing the career

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00:17:12.480 --> 00:17:17.060

Tina Del Cont: and also visiting job centers and career councils once again outside of Stan.

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00:17:17.520 --> 00:17:20.770

Tina Del Cont: So if we look at a summary here, what?

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00:17:20.790 --> 00:17:28.610

Tina Del Cont: What are the most useful Stanford resources in the on the educational side we have linkedin learning.

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00:17:28.660 --> 00:17:32.950

Tina Del Cont: tech training, and continuing studies, all which are offered for free

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00:17:33.190 --> 00:17:38.870

Tina Del Cont: Stanford programs, such as wit communities of practice and be well

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00:17:39.070 --> 00:17:45.710

Tina Del Cont: mentoring manager and leadership programs, such as Stlp Itlp, for example.

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00:17:45.810 --> 00:17:53.050

Tina Del Cont: And then once again. folks mentioning the Stanford Jobs website. Whether or not they were actively

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00:17:53.090 --> 00:18:01.380

Tina Del Cont: looking for a position. We found that folks were checking the the website to see what was out there what up opportunities they might be presented with.

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00:18:01.710 --> 00:18:04.890

Tina Del Cont: And then, as far as growing your network.

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00:18:05.060 --> 00:18:12.710

Tina Del Cont: some of the key items there were professional association groups. The mentoring programs. Once again the communities of practice.

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00:18:12.880 --> 00:18:19.160

Tina Del Cont: Stanford tools, such as slack and then doughnut, or it connect.

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00:18:19.340 --> 00:18:25.810

Tina Del Cont: In addition to that, were conferences, social networking, and engaging engagement activities

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00:18:25.860 --> 00:18:31.160

Tina Del Cont: such as Linkedin need up groups and virtual networking. Well, very important

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00:18:32.570 --> 00:18:34.040

Tina Del Cont: on next slide, please.

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00:18:35.800 --> 00:18:47.430

Tina Del Cont: And as we were conducting this survey during the pandemic. While it was going on we asked some questions around that one of those which was, how did the pandemic affect your career? Goals

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00:18:47.650 --> 00:18:56.520

Tina Del Cont: and some of the feedback we got was almost no personal development occurred. I was just happy to survive. I've been in survival mode mostly.

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00:18:56.690 --> 00:19:04.390

Tina Del Cont: Also, it was a key that people missed attending in person conferences and networking opportunities.

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00:19:04.540 --> 00:19:14.700

Tina Del Cont: especially being with people who were in different fields. As one person stated, it's hard to get excited about a topic, or bring that same energy to a virtual conference

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00:19:14.860 --> 00:19:27.330

Tina Del Cont: additionally going remote. It was harder to show your

value or be recognized by a team as one person stated. When I was on campus I contributed more volunteered for projects

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00:19:27.350 --> 00:19:28.710

Tina Del Cont: opportunities.

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00:19:28.870 --> 00:19:36.650

Tina Del Cont: So when we take a look at this and talk about that, in addition to the

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00:19:37.890 --> 00:19:42.150

Tina Del Cont: articles that will be referenced later, and also other articles.

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00:19:42.260 --> 00:19:43.960

Tina Del Cont: it says that

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00:19:44.230 --> 00:19:47.860

Tina Del Cont: more women for remote hybrid working, which kind of

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00:19:48.020 --> 00:19:54.490

Tina Del Cont: is a little bit different than the feedback we got, but that was at the time of during the pandemic once again.

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00:19:54.640 --> 00:20:03.110

Tina Del Cont: and about that, working remotely, were, it was because of less microaggressions. They like the choice of where to work

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00:20:03.380 --> 00:20:06.870

Tina Del Cont: and then work. Location options are very critical

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00:20:06.910 --> 00:20:20.330

Tina Del Cont: to women with disabilities, for example, as they feel less micromanaged. One of the statements where women with disabilities also feel more respected and supported when they have the option to work remotely.

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00:20:20.450 --> 00:20:29.990

Tina Del Cont: They're less likely to experience certain microaggressions, such as hearing negative comments about their

appearance, or having called, leads openly question their qualifications.

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00:20:30.180 --> 00:20:39.190

Tina Del Cont: They're also more likely to say their manager trust them to get their work done, and that they feel comfortable, taking up talking openly with colleagues about their challenges.

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00:20:39.510 --> 00:20:42.250

Tina Del Cont: Additionally.

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00:20:42.270 --> 00:20:55.440

Tina Del Cont: when you talk about working remotely or hybrid working. This means being intentional about working norms. For example. having everyone join meetings via video conference, so it's easier for employees to participate when they're working remotely.

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00:20:55.520 --> 00:21:00.000

Tina Del Cont: It also means finding new ways to foster camaraderie and connection

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00:21:00.210 --> 00:21:04.460

Tina Del Cont: making creative use of technology to facilitate

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00:21:04.760 --> 00:21:09.970

Tina Del Cont: that in office style, interactions and team celebrations, for example.

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00:21:11.550 --> 00:21:23.220

Tina Del Cont: and companies could also benefit from dedicating resources to team bonding events, and whether they're virtual or in person, and taking special care to make sure that everybody feels included.

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00:21:23.340 --> 00:21:30.200

Tina Del Cont: and I can say from personal experience. Being on the Shc. Side, we went through an entire program

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00:21:30.310 --> 00:21:32.990

Tina Del Cont: focus on improving

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00:21:33.050 --> 00:21:44.150

Tina Del Cont: that engagement with with employees. And what could we do to better? That? And some of these are the same things that we focused on, and that are actually being put into place today

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00:21:44.710 --> 00:21:46.100

Tina Del Cont: next slide.

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00:21:48.480 --> 00:21:52.200

Tina Del Cont: and I will turn it over to Michelle. You very much.

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00:21:53.300 --> 00:21:54.090

Michelle Reade: Hi!

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00:21:54.260 --> 00:22:11.500

Michelle Reade: Hi! Everyone! So as even talked about earlier things, that interview is like best about their current role at Stanford. We also wanted to understand the challenges that they face, both in their current role, and then Stanford, in general.

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00:22:11.780 --> 00:22:27.150

Michelle Reade: One of the things participants mentioned was that there was silos and red tape that got that they experience, and they both are current precision. And at the Stanford organizational level that really got in the way of.

148

00:22:27.220 --> 00:22:29.710

Michelle Reade: and then succeeding in their jobs.

149

00:22:29.810 --> 00:22:44.870

Michelle Reade: Some complain about the siloing at Stanford between departments which made collaboration more difficult. Others complain about the red tape and bureaucracy to get decisions made or things approved like at a smaller level.

150

00:22:44.920 --> 00:22:50.640

Michelle Reade: and also mentioned some resistance to change or to do things differently at Stanford.

151

00:22:51.650 --> 00:23:02.370

Michelle Reade: something else that came up where some felt that there were limited opportunities for network, and that has created a barrier to reaching their career goals.

152

00:23:02.930 --> 00:23:08.640

Michelle Reade: Another thing mentioned was a lack of clarity on how to navigate career advancement at Stanford.

153

00:23:08.810 --> 00:23:19.760

Michelle Reade: Some said that they weren't sure how to get promoted, or were unclear about the opportunities within their current track, or what was available, and how to get there.

154

00:23:20.330 --> 00:23:26.710

Michelle Reade: And lastly, something else that was mentioned was a lack of exposure to management leadership.

155

00:23:26.900 --> 00:23:32.440

Michelle Reade: which also some people felt got in the way of achieving her career Goals

156

00:23:38.100 --> 00:23:52.870

Michelle Reade: We also, in parallel, wanted to understand within those challenges like, Why would people consider leaving Stanford, or in a lot of cases, Why, they were currently considering. Leaving Stanford

157

00:23:52.940 --> 00:24:01.600

Michelle Reade: one thing that was brought up was a lack of career advancement opportunities, particularly after reaching a certain level.

158

00:24:02.300 --> 00:24:16.540

Michelle Reade: Secondly, some people complain about being underutilized or overworked in their current position, particularly those who were overworked, made it difficult to focus on their

159

00:24:17.170 --> 00:24:18.600

Michelle Reade: career growth.

160

00:24:19.150 --> 00:24:29.980

Michelle Reade: Others mentioned changes in personal or family situations, such as relocating or making on time work mandatory.

161

00:24:30.060 --> 00:24:39.820

Michelle Reade: Others mentioned if they got a new opportunity with higher compensation, they would

162

00:24:40.260 --> 00:24:52.760

Michelle Reade: that would make them leave Stanford, particularly because of the high cost of living in the bay area. and lastly, other cited feeling that they're lacking support from leadership or from their manager.

163

00:24:56.530 --> 00:25:14.540

Michelle Reade: Next, we also want to understand why people negotiator, Don't, need to negotiate their salaries, and we found within their 17 participants only 3 set. They had negotiate their salary conference compensation for their current role.

164

00:25:14.890 --> 00:25:22.320

Michelle Reade: Again, this is not representative of all women working in Stanford. This is just like qualitative study.

165

00:25:22.470 --> 00:25:26.270

Michelle Reade: but this is just to set the stage for

166

00:25:28.600 --> 00:25:31.540

Michelle Reade: what we want to understand the reasons.

167

00:25:32.350 --> 00:25:39.650

Michelle Reade: So within the 14 participants who didn't negotiate, they cited a variety of reasons.

168

00:25:39.860 --> 00:25:54.860

Michelle Reade: First, several said that if their offer met their target that they previously had. They didn't see the need to ask for more. Secondly, sunset. They just didn't want to, or didn't feel like they should.

169

00:25:55.650 --> 00:26:14.260

Michelle Reade: Others said the after it occurred to them too late on

the process, and that it was a missed opportunity. and lastly, others said that they felt that there was no opportunity to negotiate. For example, if you mentioned that when their job was reclassified they didn't think that

170

00:26:16.520 --> 00:26:20.160

Michelle Reade: they could negotiate, or that that would even be considered.

171

00:26:24.260 --> 00:26:29.300

Michelle Reade: So how can we help we.

172

00:26:29.910 --> 00:26:48.710

Michelle Reade: what is already doing? A lot of amazing things? And there are already other things in the works. One of the types of events have been hosted or networking events. Others are Career Karaoke, where people go around talking about their career to tridge factories.

173

00:26:48.790 --> 00:26:51.270

Michelle Reade: and lastly, guest speakers.

174

00:26:52.330 --> 00:26:59.040

Michelle Reade: However, there's several things that what can continue to promote and do more of.

175

00:26:59.080 --> 00:27:05.010

Michelle Reade: and some things that participants brought up was to branch like help, bridge the gap with leadership

176

00:27:05.290 --> 00:27:17.800

Michelle Reade: by facilitating face, to face opportunities to connect the wit plus community with leadership and managers across Stanford, especially when there are current hiring opportunities.

177

00:27:18.280 --> 00:27:23.240

Michelle Reade: secondly, to continue to host more guest speaker events.

178

00:27:23.670 --> 00:27:38.160

Michelle Reade: both to talk, for some people mentioned that it'd be

nice to hear guest speakers talk about their failures a lot of times
guest speakers talk about their successes, and how they got there.

179

00:27:38.160 --> 00:27:45.500

Michelle Reade: but not a lot of times about their failures and
growing from how they grew from those.

180

00:27:45.850 --> 00:27:59.610

Michelle Reade: and also that it'd be nice to have more guest speaker
events to get career development tips on topics such as salary
negotiation, interviewing, and writing, strong performance, self-
evaluations.

181

00:28:00.490 --> 00:28:06.050

Michelle Reade: And thirdly, there's an opportunity to continue to
offer more networking opportunities.

182

00:28:07.280 --> 00:28:25.590

Michelle Reade: and lastly, we also like we mentioned. This is like
qualitative study, so we recommend conducting a survey sometime in the
future, to better understand if some of these these findings are
representative to all people in the with plus community.

183

00:28:25.590 --> 00:28:38.240

Michelle Reade: And to understand how whit Plus can make the biggest
impact. So that's it for insights. I'm gonna now pass it off to Danny.

184

00:28:42.680 --> 00:28:52.940

Dani Aivazian: Thank you, Michelle. Thank you. Team. Hi, everybody. My
name is Danny. I've Asian. I am the director of organizational
effectiveness in university it. I'm also the overall

185

00:28:53.000 --> 00:29:02.480

Dani Aivazian: program. Leave for ideal it, and I am going to be
facilitating the Q. A. Part of our conversation today. So Hannah has
been

186

00:29:02.720 --> 00:29:17.100

Dani Aivazian: putting gentle nudges into the chat for you to ask any
questions. There you are also welcome to put up your hand when I open
to Q. And a. And we can also reach, get more voices into the room that
way as well

187

00:29:17.140 --> 00:29:19.390

Dani Aivazian: before I open the floor.

188

00:29:19.490 --> 00:29:35.320

Dani Aivazian: We wanted to share just a little bit of additional contact behind the study that we just that Trina, Tina and Michelle just described that they'd been doing within Stanford. So essentially we're opening the lens a little bit, zooming out

189

00:29:35.360 --> 00:29:41.230

Dani Aivazian: to talk about the national conversation and context as well. Some of you may know the women in the workplace

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00:29:41.250 --> 00:29:54.540

Dani Aivazian: study. It is quite well regarded, very well publicized. It is a longitudinal study, conducted by Mckinsey and Lean in every year. They've been doing it from 2,015 until now.

191

00:29:54.950 --> 00:29:59.800

Dani Aivazian: and this study has, I have. The statistic

192

00:29:59.900 --> 00:30:09.140

Dani Aivazian: has surveyed over 810 companies worldwide, and that more than 400,000 people have participated in the survey

193

00:30:09.190 --> 00:30:18.080

Dani Aivazian: the 2,022 study. You're seeing a screenshot of the first page and between us, Hannah and I will be adding some links

194

00:30:18.330 --> 00:30:27.340

Dani Aivazian: into the chat so that you can go and look at those studies and dive into them after today's meeting as well the 2,022 study.

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00:30:28.220 --> 00:30:37.550

Dani Aivazian: tackled 330 companies, and surveyed more than 40,000 employees, as it says, on the slide. And really some of the

196

00:30:38.120 --> 00:30:52.830

Dani Aivazian: what they were starting to see in their data was the impact of COVID-19, the pandemic in the same exact way that our Stanford study really was it that show up, and what people were sharing, that

197

00:30:52.830 --> 00:31:00.140

Dani Aivazian: who is part of the findings and backdrop to the women in the workplace study as well. They found

198

00:31:00.460 --> 00:31:09.450

Dani Aivazian: he highlights and the Allen's gonna hit all I have time to hit in this conversation. He highlights where pipeline challenges the broken rung. The

199

00:31:09.730 --> 00:31:23.900

Dani Aivazian: first step that moves someone from an individual contributor to a management type of role. The broken rung is still broken, and that women leaders are leaving, particularly in the wake of the pandemic. They saw this through all of their data in the women in the workplace study.

200

00:31:24.200 --> 00:31:32.210

Dani Aivazian: The other is that women are deeply underrepresented in technical roles and leadership roles, and that ends up being a reinforcing

201

00:31:32.230 --> 00:31:33.020

Dani Aivazian: a

202

00:31:33.150 --> 00:31:40.910

Dani Aivazian: problem. Challenge Women don't see role models for themselves, and it becomes that much harder to advance in their careers.

203

00:31:41.300 --> 00:31:43.750

Dani Aivazian: If you go one slide forward from the iphone, please.

204

00:31:44.780 --> 00:31:46.100

Dani Aivazian: I have 2 exhibits.

205

00:31:46.110 --> 00:31:58.840

Dani Aivazian: This first one is showing what the broken rung actually looks like for every 100 men who are promoted to a first-level manager. By the end of 2,021. The data showed that

206

00:31:58.890 --> 00:32:02.270

Dani Aivazian: 87 women over all would have been promoted.

207

00:32:02.550 --> 00:32:09.620

Dani Aivazian: and that's even an even lower number of women of color. 82. If you go to the next slide.

208

00:32:11.160 --> 00:32:21.000

Dani Aivazian: there are factors driving. The women are leading organizations that we're seeing, and some of them are shown in these

209

00:32:21.480 --> 00:32:33.360

Dani Aivazian: on these 2 graphics that are on the slide, and They also reflect some of the challenges that were described by our team in their report earlier as well, not seeing the opportunities to advance.

210

00:32:33.590 --> 00:32:43.350

Dani Aivazian: having experience the kind of flexibility, and being sheltered from microaggressions, having that go away when we return to the workplace.

211

00:32:43.820 --> 00:32:49.190

Dani Aivazian: not seeing the same commitments to the Ei that you will want to see there

212

00:32:49.340 --> 00:32:53.030

Dani Aivazian: all of the things that we were seeing at Stanford that are

213

00:32:53.410 --> 00:33:01.690

Dani Aivazian: group of folks who participated in our study, said: Those are also reflected in this broader conversation and this broader data.

214

00:33:02.390 --> 00:33:05.690

Dani Aivazian: So with that additional context, one more slide for me

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00:33:07.450 --> 00:33:13.850

Dani Aivazian: with that additional context. And we're going to drop the slides in a moment. We want to invite you to either raise your hand

216

00:33:14.120 --> 00:33:18.310

Dani Aivazian: or added comments, or question into the chat.

217

00:33:18.490 --> 00:33:25.550

Dani Aivazian: so that we can open our conversation and have not just Q. A. But also discussion.

218

00:33:25.860 --> 00:33:36.430

Dani Aivazian: So with that, please go ahead and drop the share, so that we can see everyone. and I want to invite you to. You can use the raise hand functionality. You can actually use a physical raise hand.

219

00:33:36.610 --> 00:33:39.450

Dani Aivazian: or you could throw ideas into the chat.

220

00:33:43.650 --> 00:33:49.860

Dani Aivazian: Hey, Lita? Why don't you unmute and ask your question? Thank you.

221

00:33:50.250 --> 00:34:03.720

Leda Muller: So from Thank you very much for presenting today. This is this has been great information. I guess one of the questions that I have is how, as we at wit, can we foster the staff retention and clear growth?

222

00:34:03.720 --> 00:34:14.590

Leda Muller: You know how we could put ourselves out there, because it was very interesting to see the some of the statistics and and Danny the ones that you just showed to from the lean in that. How can we make a difference? What changes can we do?

223

00:34:15.489 --> 00:34:16.150

And

224

00:34:17.300 --> 00:34:24.210

Leda Muller: that's to the panel in the group to the panel in the group. Okay, so let's start with the panel, and i'm not sure

225

00:34:24.300 --> 00:34:26.110

Dani Aivazian: which

226

00:34:26.239 --> 00:34:30.630

Dani Aivazian: of the panel folks may want to jump in there. But floor is open.

227

00:34:33.670 --> 00:34:34.460

Dani Aivazian: Trina.

228

00:34:34.560 --> 00:34:49.239

Trina Glidden: Yeah, I I mean, I can certainly wear 2 hats here, one obviously from the the data we gathered, but also wearing my I guess you could say, newly tapped manager hat. So I think, when we saw some of the the factors that really

229

00:34:49.260 --> 00:34:59.980

Trina Glidden: drove position, satisfaction that that collaboration, the relationship building, the the opportunities to grow. I mean, that really comes, I think, and is fostered at a local level.

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00:34:59.980 --> 00:35:10.540

Trina Glidden: And so, you know, checking in if you're not checking in with your employees. I know I know we get really hung up on. You know the tactical, what what achievements do we need to get done in a given day or week.

231

00:35:10.540 --> 00:35:40.530

Trina Glidden: but really allowing that space to have those discussions. And again, these are just some, some things that spoke to this group of 17. There might be other things that are important for your your team members, and I think you've also heard this stab before, but someone was mentioning, you know, not hoarding staff. So you, wanna as you hear ideas, come up. If they want to try a different or you're you're giving them opportunities to do activities like experiential development, learning or networking. And you're helping bridge those connections. And that was one of our high.

232

00:35:40.530 --> 00:35:50.360

Trina Glidden: I like to bridging the gap, especially as we mentioned when job opportunities are available, letting them see what that organization is about. Speaking with those people really facilitates retention.

233

00:35:51.960 --> 00:36:11.420

Maria Maravilla: really great suggestions. Thank you, Trina, Can I speak from a program perspective? There was a slide that talked about recommendations, for when and so one of the things that we did from a program level is took those recommendations, and we're building out

234

00:36:11.420 --> 00:36:14.290

Maria Maravilla: events and activities

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00:36:14.390 --> 00:36:34.030

Maria Maravilla: based on some of those recommendations and creating partnerships where we can really galvanize other groups to help us get there. So we're definitely taking those recommendations to hard and and building out events based on those recommendations.

236

00:36:34.820 --> 00:36:36.180

Dani Aivazian: Thank you, Maria.

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00:36:36.270 --> 00:36:51.030

Dani Aivazian: And and a really good reminder, and actually probably good note we are recording today's session. Captions are available. You can get the transcript and all of that. But there's a lot of links that were shared and pointers about resources just like the

238

00:36:51.140 --> 00:37:16.380

Dani Aivazian: that slide that Maria referenced a moment ago, or the itdp program that Trina referenced a little bit ago as well. So all of those things will be part of what we share after today's meeting, so I am doing a little commercial to say that if you haven't tracked those things you'll get them, and it'll be part of how we follow up so that you can continue to participate and engage in those programs and approaches. From what I was describing to

239

00:37:17.890 --> 00:37:29.500

Dani Aivazian: other thoughts on this question, the the so the question that leader was asking for all of us, not just for our panelists, were. What do we? What can we do as a community

240

00:37:29.510 --> 00:37:32.490

Dani Aivazian: to foster staff, retention and career growth?

241

00:37:33.530 --> 00:37:42.090

Dani Aivazian: Anyone else want to jump in with some thoughts on that you're welcome to. If you don't want to speak, you could put them into the chat, or you could unmute and speak as well.

242

00:37:47.040 --> 00:37:49.150

Dani Aivazian: Molly. please on mute.

243

00:37:50.200 --> 00:37:58.390

molly sharp: Hi, everybody I this is this is partly an answer to the question. Lead opposed, and partly a response to the

244

00:37:58.970 --> 00:38:10.910

molly sharp: last slide that you showed that talked about. Why, what women care about, and why they're leaving. and I think they're kind of related right. If there's a way that we can

245

00:38:11.370 --> 00:38:23.430

molly sharp: help Stanford address some of the issues that women care about, and what why they leave. That would be amazing. Now I don't know what the you know how to bridge it. But the 2 things that really stuck out to me were.

246

00:38:23.820 --> 00:38:30.410

molly sharp: and and this is these 2 factors are even more true for women under 30, and I think you know.

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00:38:30.520 --> 00:38:35.290

molly sharp: as I think, about the next generation of women coming in, and how we get.

248

00:38:35.500 --> 00:38:40.670

molly sharp: raise them up. That's really important to me. So one of them is flexibility.

249

00:38:40.790 --> 00:38:45.700

molly sharp: and the other one is the employer's commitment to.

250

00:38:46.000 --> 00:38:55.110

molly sharp: I think it was the organization's commitment to well-being. And I think that's something that we're hearing across the board in fact

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00:38:55.610 --> 00:39:06.650

molly sharp: I was fortunate enough to be an itlp last year, and our cohort did some research on this topic as well. And these things really surface. There, too.

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00:39:07.000 --> 00:39:12.620

molly sharp: people care more. And maybe this is a response to the pandemic. I don't know people care more about.

253

00:39:13.540 --> 00:39:28.070

molly sharp: Does my organization care about my well-being? Do they care that i'm burned out? Did they care that I have all these other responsibilities and commitments. and I think they that that one plus flexibility are really linked to hand in hand, and i'm thinking

254

00:39:28.600 --> 00:39:44.530

molly sharp: that would be a fun thing to focus on is, how can wet help advance that that culture at Stanford I mean, obviously we can't do it single-handedly. But maybe through raising awareness or something, or discussing it.

255

00:39:44.660 --> 00:39:57.390

molly sharp: I I think those are really important to me and everyone I know. And and I do. You know, we do here anecdotally that not everybody feels that they're supported in those ways.

256

00:39:57.830 --> 00:39:58.580

Dani Aivazian: Hmm.

257

00:39:59.520 --> 00:40:07.770

Dani Aivazian: Really great suggestion that we can pulled into our thinking for this, for with programs, and then programs in general, too. Thank you for sharing.

258

00:40:11.880 --> 00:40:20.250

Michelle Reade: Well, there was something else that came up in the interviews. Some participants

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00:40:20.270 --> 00:40:21.460

Michelle Reade: felt like

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00:40:21.520 --> 00:40:38.240

Michelle Reade: there was just a lack of clarity, or they didn't have enough information on how to advance at Stanford, and what the different job jobs out there were, and like what the different trajectories were like at Stanford. And so

261

00:40:38.700 --> 00:40:49.610

Michelle Reade: thing this goes hand in hand with networking, but it would. but I think, like, if we can somehow find a way to both, promote more networking activities, but also find a way to

262

00:40:49.950 --> 00:40:57.090

Michelle Reade: help people share that information and share their career Trajectories or have

263

00:40:57.200 --> 00:40:59.740

Michelle Reade: more transparency around that.

264

00:41:00.230 --> 00:41:16.990

Dani Aivazian: That was really great great suggestion. Yeah, we we've done in the past, and I know this was one of the recommendations more career, Karaoke as an approach, and that was a pretty successful session. I'm seeing nods. People remember that that one that was a successful one that shared people

265

00:41:17.380 --> 00:41:19.210

Dani Aivazian: advancement trajectories.

266

00:41:19.600 --> 00:41:25.320

Dani Aivazian: So let me come back to our panelists actually, and let's build on Michelle's having spoken a second ago.

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00:41:25.870 --> 00:41:30.480

There. Anything this the question for the panelists first. Was there anything in the data that surprised you

268

00:41:30.570 --> 00:41:35.340

Dani Aivazian: that made you really think hard, Maria Marvia, When she introduced

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00:41:35.400 --> 00:41:45.500

Dani Aivazian: this entire session, She said it was galvanized, inspired, and ended up thinking a lot. So what were the things that made you think a lot as our researchers?

270

00:41:52.420 --> 00:41:58.860

Michelle Reade: Most of the things I think for me were not surprising, but the one

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00:41:58.920 --> 00:42:03.420

Michelle Reade: finding what surprising was around negotiation.

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00:42:03.630 --> 00:42:07.430

Michelle Reade: I know this is not representative so.

273

00:42:07.650 --> 00:42:15.750

Michelle Reade: but I was surprised by the low number of people who had negotiated and particularly surprised about why they said they had it.

274

00:42:17.040 --> 00:42:24.600

Michelle Reade: So that was the the other things. I think I've heard a lot about challenges what people like about their jobs.

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00:42:24.730 --> 00:42:26.760

Michelle Reade: so that wasn't too surprising to me.

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00:42:29.080 --> 00:42:39.410

Trina Glidden: Thanks. I also just mentioned one quick one that Michelle helped us uncover was so because i'm in the University it family I I zoomed in on. It. Was that

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00:42:39.410 --> 00:42:49.780

Trina Glidden: so? Of the 40 that were there, they were really in their comments for praising you. It leadership so kind of back to, you

know. Trickle down, approach. Yes, that helps.

278

00:42:49.780 --> 00:43:02.050

Trina Glidden: But they they were really zooming in on the effectiveness of our Uit leadership and supporting those those goals, having programs to support the career, development and advancement. So that was a a great plus to see.

279

00:43:02.490 --> 00:43:04.300

Dani Aivazian: That is a great place to see.

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00:43:07.170 --> 00:43:11.730

Dani Aivazian: Tina. Did anything surprise you in the data? To put our our last panelists on the spot.

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00:43:14.060 --> 00:43:18.640

Tina Del Cont: I think is like. Michelle and Krina have said a lot of it

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00:43:18.800 --> 00:43:21.350

Tina Del Cont: was what we expected to hear.

283

00:43:21.490 --> 00:43:28.130

Tina Del Cont: The salary Negotiation definitely was a surprise, and I think it points to

284

00:43:28.410 --> 00:43:43.640

Tina Del Cont: that. We need some tools for folks to be able to understand how to navigate that negotiation and not just, you know. Take what you're hearing at face value, and it and that also went through, not just salary, but also

285

00:43:43.730 --> 00:43:50.510

Tina Del Cont: other benefits and and things like that that. You're offered for a particular job, so

286

00:43:50.700 --> 00:43:53.440

Tina Del Cont: that definitely stood out.

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00:43:54.020 --> 00:43:55.660

Tina Del Cont: And then also

288

00:43:55.850 --> 00:43:59.470

Tina Del Cont: just hearing the

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00:44:00.090 --> 00:44:03.760

Tina Del Cont: I don't know if it was surprising, because we were all in the same boat, but

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00:44:03.810 --> 00:44:14.380

Tina Del Cont: just hearing the feedback on the questions related to how Covid had impacted folks, and how, for some it kind of took away that want and drive to

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00:44:14.490 --> 00:44:21.080

Tina Del Cont: push forward. They just wanted to get through Covid and and see what was next. And

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00:44:21.300 --> 00:44:30.260

Tina Del Cont: you know we're in a hurry to wanted to get back to work. But as we've kind of seen with the current state of things

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00:44:30.310 --> 00:44:34.630

Tina Del Cont: that that's kind of changing where people are

294

00:44:35.110 --> 00:44:48.690

Tina Del Cont: very much more liking the hybrid workplace and working from home more. And it does as we, as I talked about earlier, how it kind of reduces things like microaggressions, and

295

00:44:48.830 --> 00:44:52.920

Tina Del Cont: and give you a more flexibility which Molly spoke to, and

296

00:44:53.170 --> 00:45:01.240

Tina Del Cont: and one of the things I I forgot to mention when I was talking earlier, and thanks Molly for bringing it up. It was from that same article.

297

00:45:01.540 --> 00:45:10.480

Tina Del Cont: One thing that stood out was that 49% of women leaders say flexibility. Is one of the top 3 things they consider when they're deciding

298

00:45:10.560 --> 00:45:16.210

Tina Del Cont: to either join or stay with a company compared with 34% of men.

299

00:45:16.610 --> 00:45:26.810

Tina Del Cont: and then also more than 2 thirds of women under 30, which Molly also spoke to want to be senior leaders, and well over half say.

300

00:45:26.890 --> 00:45:40.860

Tina Del Cont: advancement has become more important to them in the past couple of years. and additional. very important, was having a supportive manager and a manageable workload. I think, what we've seen with

301

00:45:41.120 --> 00:45:50.430

Tina Del Cont: some folks in the pandemic, and in some areas where teams have lessened because either people left Stanford or went to other jobs is that

302

00:45:50.700 --> 00:45:59.130

Tina Del Cont: the workload has to go somewhere, and it's very hard, has been very hard for us to find people, even for our team as well.

303

00:45:59.290 --> 00:46:13.100

Tina Del Cont: and so that kind of puts that burden on the rest of your teammates, and that workload is something I can managers need to be aware of and and and keep on top of and and check in with your employees and see how they're doing.

304

00:46:14.520 --> 00:46:27.840

Dani Aivazian: Absolutely, Tina. Thank you. I'm gonna to know, Molly Sharp added into the chat. Maybe flexibility is a benefit we can offer as a hiring organization for certain types of position instead of Silicon Valley salaries which

305

00:46:27.860 --> 00:46:30.400

Dani Aivazian: often we can't offer.

306

00:46:30.560 --> 00:46:49.870

Dani Aivazian: I don't know if you want to extend on that, Mall. You are very welcome. I'd also want to remind everyone that this is the conversation I can continue to interrogate our panelists, and I have one more question to do so. But if you would like to ask a question and jump into the conversation, or add a comment just as Molly did, please. We want your voices in the conversation, too.

307

00:46:50.800 --> 00:46:52.200

Dani Aivazian: Another

308

00:46:52.220 --> 00:46:54.460

Dani Aivazian: encouragement. Bobby, you've got your hand up.

309

00:46:54.480 --> 00:46:58.470

Dani Aivazian: How wonderful! Please unmute. Share your

310

00:46:58.600 --> 00:47:03.500

Bobbi Woody-Mistriell (SLAC): good morning. Everyone. Not really a question more of a comment.

311

00:47:03.790 --> 00:47:21.430

Bobbi Woody-Mistriell (SLAC): I do believe that it is the responsibility of the managers to keep track of. You know how their people are doing and their workloads, and that balance so that they do not get burned out. But at the same time the onus is also on us to bring up

312

00:47:21.630 --> 00:47:25.750

Bobbi Woody-Mistriell (SLAC): when we're feeling overworked when we're feeling like hey?

313

00:47:25.840 --> 00:47:37.870

Bobbi Woody-Mistriell (SLAC): Too much stuff is being handed our way at the end of the day. You know the managers are people, too, who are also trying to do their day jobs. And so I think

314

00:47:38.140 --> 00:47:57.790

Bobbi Woody-Mistriell (SLAC): generally that we need to speak up more, and from the data that we have, especially on the salary negotiation.

It seems like this is a good field where we can offer some programming on how to better articulate our needs or wants. And you know, if we want more money, we need to go ask for it.

315

00:47:57.790 --> 00:48:03.210

Bobbi Woody-Mistriell (SLAC): But I think we do need to put some programming in place to help folks with having that conversation initially.

316

00:48:06.920 --> 00:48:08.290

Dani Aivazian: Thank you, Bobby.

317

00:48:08.420 --> 00:48:22.450

Tina Del Cont: Yeah, 100%, Bobby. and that's that's the thing I think people need help with those skills to bring those issues up with their management. So yeah, definitely can use the program.

318

00:48:24.360 --> 00:48:28.330

Dani Aivazian: Thank you, Tina. So one of the But

319

00:48:28.940 --> 00:48:43.810

Dani Aivazian: Lita, i'm going to go to you in 1 s. One of the things that pops into my mind when we talk around workload and managing these sorts of things is also managing burnout to as a resource, because one of the challenges, when we're thinking about advancing, our careers

320

00:48:43.850 --> 00:48:46.660

Dani Aivazian: can be managing our own burnout and stress.

321

00:48:46.720 --> 00:48:50.870

Dani Aivazian: And I have this really really great book resource that I love

322

00:48:51.500 --> 00:48:52.840

Dani Aivazian: that link

323

00:48:53.080 --> 00:49:05.570

Dani Aivazian: it. It's called the Burnout Epidemic, and it's a book by Jennifer Moss, and the link goes to bookshop.org. So I apologize that it's extremely long. But I highly recommend it if it's something that you want to do more research and think about for yourself.

324

00:49:06.020 --> 00:49:07.160

Dani Aivazian: So with that.

325

00:49:07.280 --> 00:49:09.910

Dani Aivazian: Lita, the floor is yours. Please jump in.

326

00:49:09.920 --> 00:49:32.550

Leda Muller: Why would you? I was just gonna add, you know, being at Stanford. It's been your 22 years and started it, you know, when I was actually practically my son, and thinking back to the time of that stress of the day care I need to pick up by 60'clock of you know. Then i'm going into school, and and the sons, my son and daughter, are being at different schools and the after care. So

327

00:49:32.550 --> 00:49:34.080

Leda Muller: I appreciate that

328

00:49:34.100 --> 00:49:46.700

Leda Muller: we're at this point now with the balance and the flexibility that that we're more aware of that, because I think of the stress that that extra stress had put on me during that time of.

329

00:49:46.700 --> 00:50:03.470

Leda Muller: you know, working full time and managing, and that flexibility. So I think that is something that we didn't need to be mindful of, and have that balance, and maybe the pandemic, you know, enlightened that. But I think you know there's definitely opportunities that have come out of this, that that

330

00:50:03.470 --> 00:50:07.980

Leda Muller: that I think we can help each other out. So it's just a common Thank you.

331

00:50:08.020 --> 00:50:17.350

Dani Aivazian: really great comment. Thank you, Lita. So, Parth Thank you for adding your comments into the chat. Do you want to unmute and say it out loud, or do you want me to to stay it on your behalf?

332

00:50:19.270 --> 00:50:25.210

Paarth Shukla [LBRE]: Yeah, Sure thing. I just quickly looked it up.

You know I often refer to the Cardinal at work site.

333

00:50:26.080 --> 00:50:29.790

Paarth Shukla [LBRE]: You know the team does a really good job updating

334

00:50:30.130 --> 00:50:45.430

Paarth Shukla [LBRE]: various benefits. Pages related to work arrangements, flexible work. I just stumble upon this benefits page that talks about the flexible work arrangement, and

335

00:50:46.100 --> 00:50:51.670

Paarth Shukla [LBRE]: and in the last 3 years, during pandemic, you know, you put together the job classification

336

00:50:51.690 --> 00:50:54.080

Paarth Shukla [LBRE]: buckets for all of us

337

00:50:54.720 --> 00:51:04.080

Paarth Shukla [LBRE]: to Molly Sharp's point. Oh, I think that's a benefit. We need to talk a lot more about publicly to attract

338

00:51:04.450 --> 00:51:06.300

talent and retain

339

00:51:06.450 --> 00:51:07.920

Paarth Shukla [LBRE]: existing staff.

340

00:51:09.630 --> 00:51:24.730

Dani Aivazian: Really, really great point. All the plus ones in a couple of slides. We are gonna actually prompt you to think about. Cardinal will work even more broadly than the flexible work pages, because there is a ton of rich resources exactly in line with what Park, which is saying.

341

00:51:24.740 --> 00:51:41.560

Dani Aivazian: There's a lot of resources that include everything from career counseling, guidance to specific support around some of these issues. We've been talking about managing, flexibly managing hybrid workers, managing your own career. So we'll, Bobby. We'll talk about that in a few moments.

342

00:51:41.640 --> 00:51:43.870

Dani Aivazian: One of the reasons that we

343

00:51:43.870 --> 00:52:04.890

Dani Aivazian: wanted to have this Q. And a portion after hearing from our panelists reporting out on their study, was because we know that your ideas inform our programming, and this is amplifying a point that Bobby made a moment ago that, hearing your thoughts about what would be helpful, more about negotiation, more about this.

344

00:52:04.890 --> 00:52:11.180

Dani Aivazian: anything along those lines that helps our with community actually provide the programs

345

00:52:11.290 --> 00:52:16.820

Dani Aivazian: tailor those programming ideas so that they do meet the needs of our community. So

346

00:52:17.370 --> 00:52:26.920

Dani Aivazian: I have a question for everybody to kind of close out this section, and we're gonna use the chat for it to so wind up your fingers, or I don't know what.

347

00:52:27.320 --> 00:52:30.170

Dani Aivazian: Ignore that you can wind up your fingers if you want.

348

00:52:31.560 --> 00:52:32.370

Dani Aivazian: What

349

00:52:32.400 --> 00:52:35.830

Dani Aivazian: advice from your experiences

350

00:52:36.060 --> 00:52:49.260

Dani Aivazian: would you give to women seeking for your growth at Stanford? And maybe, if we collect those advice that that guidance, that, too, can inform some programming in the future, too. So if you have specific advice or guidance.

351

00:52:50.070 --> 00:52:52.380

Dani Aivazian: nuggets of wisdom, drop them into step.

352

00:52:52.430 --> 00:53:00.190

Dani Aivazian: drop them into the chat, so that we can capture all of those, and that could be part of our reporting out. and could also inform our next steps, too.

353

00:53:03.230 --> 00:53:08.480

Dani Aivazian: as folks are doing that. And seriously, folks do that like typing the check

354

00:53:09.510 --> 00:53:17.030

Dani Aivazian: as folks are doing that one last question for our panelists before we adjourn this part of our conversation.

355

00:53:17.100 --> 00:53:20.000

Dani Aivazian: If you had to go back and redo your interviews.

356

00:53:20.190 --> 00:53:21.810

Dani Aivazian: would you do something differently?

357

00:53:26.080 --> 00:53:27.420

Dani Aivazian: Question for Trina.

358

00:53:27.700 --> 00:53:29.210

Dani Aivazian: Tina and Michelle

359

00:53:36.320 --> 00:53:37.000

Dani Aivazian: Tina.

360

00:53:38.300 --> 00:53:49.950

Trina Glidden: can you repeat that last part? I think I heard what you said. I was putting a message in the chat there, so my question to our panelists was, if you had to go back and redo something

361

00:53:49.980 --> 00:53:55.980

Dani Aivazian: at the different question. Think about something differently, Redo. Your interviews. What would you have done differently.

362

00:53:58.050 --> 00:53:58.740

Hmm.

363

00:54:01.020 --> 00:54:06.480

Trina Glidden: The good news is, we all did. It conducted interviews. So we should all have an opinion here that's a great question.

364

00:54:14.180 --> 00:54:23.610

Trina Glidden: Yeah, we definitely covered a lot of the topics. I mean, i'll just sort of on to the I will mention one curiosity that i'm. I'm

365

00:54:23.680 --> 00:54:29.190

Trina Glidden: pondering, because now that we're publishing salaries in the job postings.

366

00:54:29.220 --> 00:54:32.960

Trina Glidden: I'm. Just very curious if that's going to affect

367

00:54:33.090 --> 00:54:43.330

Trina Glidden: whether people apply to positions more or less, if they are more confident to negotiate their salaries. Less likely. I'm: just really curious the effect of that

368

00:54:43.650 --> 00:54:50.000

Trina Glidden: change on not only our community, but just, you know, holistically. So that's something I would love to

369

00:54:50.100 --> 00:54:51.330

Trina Glidden: tap into more.

370

00:54:52.610 --> 00:54:53.570

Dani Aivazian: I love that.

371

00:54:54.630 --> 00:54:57.130

Dani Aivazian: Yes, future questions to ask

372

00:54:59.150 --> 00:55:02.450

Dani Aivazian: Tina Michelle anything you would have wanted us to do

differently.

373

00:55:08.080 --> 00:55:14.640

Dani Aivazian: It's been so long that i'd have to think more about that. That's okay. I don't mean to put you on the spot.

374

00:55:16.040 --> 00:55:17.540

Dani Aivazian: I want to

375

00:55:17.670 --> 00:55:29.120

Dani Aivazian: thank everyone who's adding their ideas and advice and guidance into the chat. There are wonderful suggestions here making connections, building relationships, taking on challenging projects and initiatives

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00:55:29.320 --> 00:55:35.380

Dani Aivazian: that your instinct is saying not to do, because that is often where you learn the most meet. The most people

377

00:55:35.610 --> 00:55:53.000

Dani Aivazian: don't be afraid to ask for what you want. The worst that that can happen is that someone will say no when researching for your next opportunity apply, even if you do not meet all the requirements, and there are plus ones and thumbs up happening against all of these

378

00:55:53.020 --> 00:56:11.700

Dani Aivazian: advice. Ask your manager what you can take off their plate and give you opportunities for growth, and demonstrating your capabilities, talking to everyone, finding connections in common ground, exploring it, Edp. Opportunities, participating and mentoring programs. Finding mentors. I can't go through them all. There are so many great ideas.

379

00:56:11.700 --> 00:56:24.970

Dani Aivazian: Keep the ideas coming, I promise we're going to feed these back because one of the wonderful things one of my mentors always said. The answer is in the room. The answer is in the room a lot of the time, and a lot of the guidance can help all of us.

380

00:56:25.450 --> 00:56:29.350

Dani Aivazian: I want to invite Ivan to pull up our slides again.

381

00:56:29.510 --> 00:56:31.730

Dani Aivazian: And am I talking to this slide?

382

00:56:32.990 --> 00:56:48.020

Dani Aivazian: Oh, okay, there are 2 programs in the it. Community flash venturing that allows you to get just in time, feedback and nice and problem solving that we are just launching. You're going to hear a lot more about it, but it's an opportunity to get

383

00:56:48.500 --> 00:57:00.960

Dani Aivazian: in the moment mentoring that can help you with your career, growth, and career. Now career into the future. It's all good. The icy experiential development program. We've been actually kind of talking about the name checking this program throughout today.

384

00:57:00.970 --> 00:57:15.680

Dani Aivazian: There are opportunities for you to learn to see to do. We'll put some links into the chat so that you can learn more about these Brittany Cricht, who is in today's meeting is the program lead for both of these, and she can also help with questions.

385

00:57:15.850 --> 00:57:17.110

Dani Aivazian: Go to the next slide.

386

00:57:18.580 --> 00:57:20.650

Dani Aivazian: Now I hand to Bobby Bobby.

387

00:57:20.670 --> 00:57:21.640

Dani Aivazian: Take it away.

388

00:57:22.220 --> 00:57:23.380

Bobbi Woody-Mistriell (SLAC): Thanks, Danny.

389

00:57:23.570 --> 00:57:35.610

Bobbi Woody-Mistriell (SLAC): Well, I personally was blown away by the amount of resources that are available to us. I I was researching this in anticipation of this event, and frankly.

390

00:57:35.750 --> 00:57:42.300

Bobbi Woody-Mistriell (SLAC): I had no idea of the wealth of resources that were under the Cardinal at work. Sure, I knew about the linkedin learning, but

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00:57:42.590 --> 00:57:56.690

Bobbi Woody-Mistriell (SLAC): I didn't know that there was man managers and leadership academies and a toolkit, and the career counseling. So there's a lot out there to help us to help us get the skills and get the

392

00:57:58.110 --> 00:57:59.300

Bobbi Woody-Mistriell (SLAC): How do I want to put it?

393

00:57:59.420 --> 00:58:15.690

Bobbi Woody-Mistriell (SLAC): Get the kind of the feel and the energy that we need to be able to motivate ourselves to move forward in our careers. And so, you know, we have the things like the Stanford technology leadership program and the it leadership program as well as the Lesbian to tech Lean in.

394

00:58:15.730 --> 00:58:23.680

Bobbi Woody-Mistriell (SLAC): So check out these resources. There's like, I said, there's a lot of information, and there's a lot of help out there. We just

395

00:58:23.720 --> 00:58:27.810

Bobbi Woody-Mistriell (SLAC): need to kind of collect it so that way we can fight it.

396

00:58:27.890 --> 00:58:32.370

Bobbi Woody-Mistriell (SLAC): And on that note take a quick little time check.

397

00:58:32.870 --> 00:58:34.810

Bobbi Woody-Mistriell (SLAC): We're at the wrap up awesome.

398

00:58:34.850 --> 00:58:50.420

Bobbi Woody-Mistriell (SLAC): So some brief little things before we can let you guys go for the day. First up, please. Please. Please share your thoughts on today's event. This is a community conversation, and the input. That we get from this event

399

00:58:50.550 --> 00:59:06.430

Bobbi Woody-Mistriell (SLAC): will also inform the programming that we offer you guys in the future. So if you've got ideas, you've got suggestions, please reach out and let us know either by the survey or you can slack myself or Maria, who's the other program lead, or you can also email us as well.

400

00:59:06.790 --> 00:59:25.890

Bobbi Woody-Mistriell (SLAC): Next slide, please. I want to give a shout out to our fellow ideal it pillars, as you can see, we have a bunch of programming coming up, so please support them as well. We have it. I am remarkable on the 20 fifth and accessibility, and it lunch and learn

401

00:59:25.900 --> 00:59:42.600

Bobbi Woody-Mistriell (SLAC): which are always fun, by the way, and an ally ship at work. Also, if you have not signed up to receive our newsletter. It's chock full of tons of awesome information, and also all the programming that's going on. So make sure you sign up. So you don't miss a thing

402

00:59:42.890 --> 00:59:44.990

Bobbi Woody-Mistriell (SLAC): next slide, please.

403

00:59:46.560 --> 00:59:52.900

Bobbi Woody-Mistriell (SLAC): So I would be remiss as a program lead if I did not give a shout out for politics.

404

00:59:53.160 --> 01:00:12.120

Bobbi Woody-Mistriell (SLAC): We have 2 committees that we, for those of you all who have been part of which, since it inception, you'll note that our committees have gone down from 5 to 2, and that's by design to make ourselves more efficient and more nimble as an organization. So we have the community engagement

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01:00:12.120 --> 01:00:19.920

Bobbi Woody-Mistriell (SLAC): which is responsible for putting on events like this and doing, coming up with ideas on how to

406

01:00:20.260 --> 01:00:31.310

Bobbi Woody-Mistriell (SLAC): engage our community better. So if you have an interest in either learning how to plan an event participating

and playing in events, or helping others to

407

01:00:31.330 --> 01:00:39.490

Bobbi Woody-Mistriell (SLAC): learn more about the various opportunities and resources that are available to them. Please join our commit. Our Community Engagement Committee.

408

01:00:39.540 --> 01:00:44.760

Bobbi Woody-Mistriell (SLAC): our Communications and Outreach committee is headed by Sole D, who is

409

01:00:44.840 --> 01:00:57.130

Bobbi Woody-Mistriell (SLAC): awesome, and has just created a beautiful, amazing brand new website for us, which, unfortunately, I don't know if we have the link for that. But if we do, if we could throw it in the chat, so

410

01:00:57.570 --> 01:01:16.780

Bobbi Woody-Mistriell (SLAC): that committee to whole purpose is to build brand awareness of wit plus, and to get our name out there and raise our profile. So if you have an interest in marketing. If you have an interest in web design, or if you just want to learn more about how to better market yourself or organizations. Please join our communications and outreach committee

411

01:01:17.460 --> 01:01:18.870

Bobbi Woody-Mistriell (SLAC): and

412

01:01:19.320 --> 01:01:34.780

Bobbi Woody-Mistriell (SLAC): reckon. Okay. Thank you guys so much for participating in our event. Today we hope that you enjoyed our program. We hope that you took away some things that you can utilize in your career. And most importantly, we hope that you had

413

01:01:34.830 --> 01:01:38.300

Bobbi Woody-Mistriell (SLAC): a good time interacting with your fellow colleagues.

414

01:01:38.380 --> 01:01:50.610

Bobbi Woody-Mistriell (SLAC): because at the end of the day we're a community, and that's what we're trying to promote. So just want to give a quick little shout out to our speakers: Amazing job, our zoom

support

415

01:01:50.610 --> 01:02:07.620

Bobbi Woody-Mistriell (SLAC): communications. They with community Engagement committee who put all this together and our other volunteers, please. If you have not joined our wit workspace, we do pro pro. We do post some discussion points on there to encourage engagement.

416

01:02:07.620 --> 01:02:13.070

Bobbi Woody-Mistriell (SLAC): and also check out that awesome new website Lot of work went into it. It is amazing.

417

01:02:13.260 --> 01:02:20.600

Bobbi Woody-Mistriell (SLAC): And on that note everybody have a wonderful rest of your day, and thank you so much for attending our event, we super appreciate it.