



ALD

Academic Leadership
Development

Weekly Session for Academic Leaders | May 7
We're Beyond Stretched | Summary

Podcast: <https://hbr.org/podcast/2020/04/were-beyond-stretched>

COVID 19 is differentially affecting men and women's work

- Women are responsible for the majority of unpaid care work
- Moms and dads are both overestimate the time they spend on childcare, but women overestimate by a much smaller margin
- Recent studies have shown that there has been a significant decline in submissions for publication from female scholars as compared to male scholars since stay at home orders began
- Why? Pressure from traditional gender roles, habits, maternal gate keeping, etc.

This is not going to change overnight, so what can we do right now to support working women?

- Frequently check in with your team
- Flexibility is key – Roles, tasks, and responsibilities might need to be shuffled around right now
- Be mindful of the balance between wanting to protect your team members most likely to be stretched thin right now while not wanting to eliminate opportunities for those members
 - Get into a habit of asking who can jump in on a task rather than assuming and assigning
 - Create an environment where saying "I'm beyond stretched right now, I need to pass on that project, task, service, etc at this time" is championed
- Commit to putting in the emotional labor required to care for your team
 - Recognize that emotional labor will take its toll on you as a leader
 - Practice self care so that you can continually care for your team well
 - Create a culture of care and support, if everyone cares for one another that takes some of the burden of emotional labor of the leader

Some things happen in a crisis that we do want to preserve

- Historically, moments of great disruption have produced an explosion of gender roles
 - For example, during The Great Depression, women's jobs were less likely to be eliminated than men's, this led to a number of men staying home with the kids while women went to work
 - Perhaps we can preserve the greater awareness of the multitasking that working women do
 - Perhaps we can preserve the greater awareness and empathy of the multitude of additional things that people are dealing with on any given day
 - We've been forced to see these things as a result of COVID 19, hopefully they do not just become invisible again once we're on the other side of the pandemic
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Additional Resources:

[The Pandemic and the Female Academic](#) - Nature Article

[Invisible Women](#) by Caroline Criado-Perez