

Department of Medicine 2022 Annual Women in Medicine Sponsorship Awards

May 31, 2022

Agenda

Welcome Statement

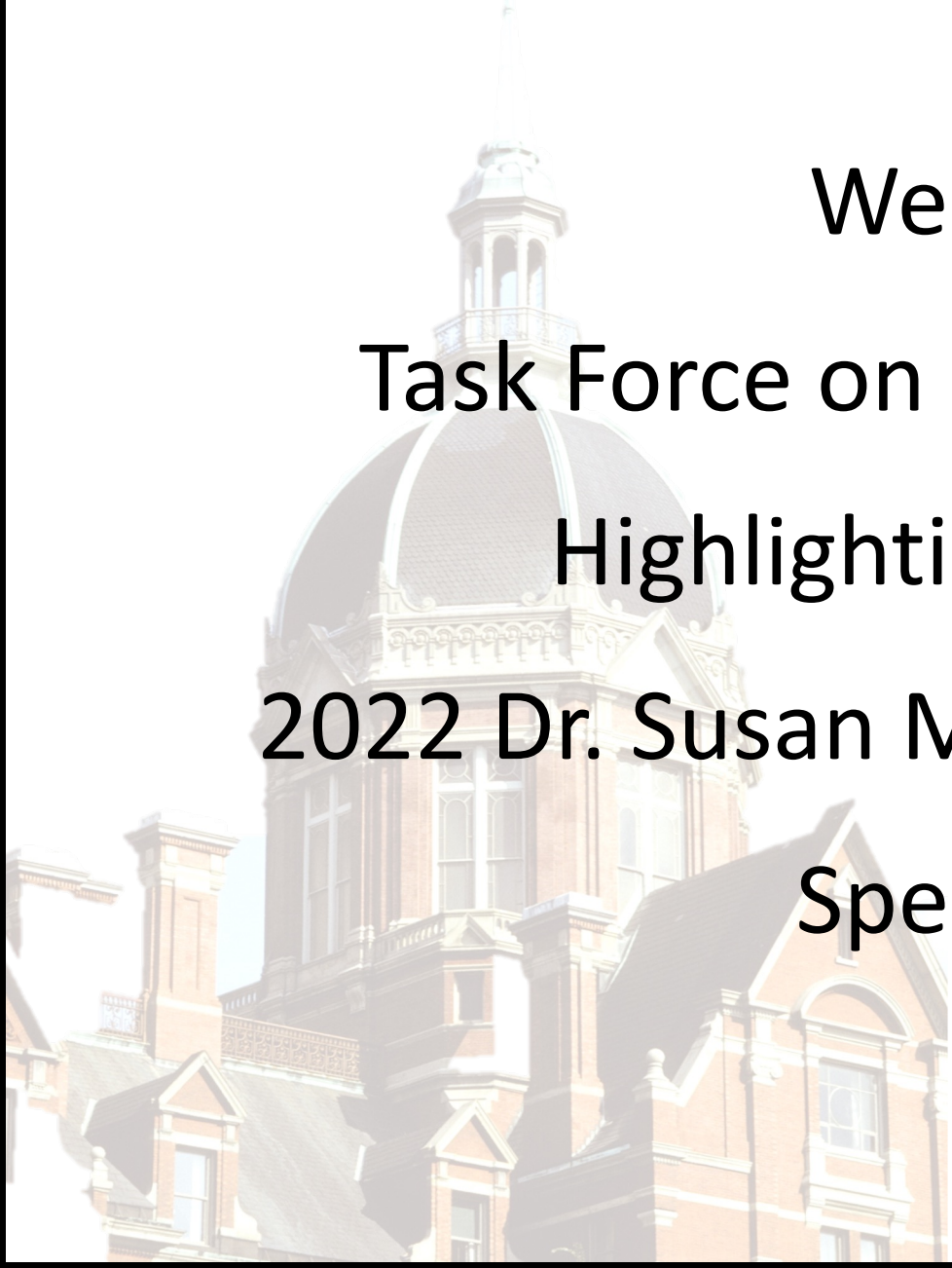
Task Force on Women's Academic Careers

Highlighting Women in Medicine

2022 Dr. Susan MacDonald Sponsorship Award

Speaker Introduction

Keynote





Mark Anderson, MD, PhD

William Osler Professor of Medicine

Director, Department of Medicine



Garima Sharma, MD

Assistant Professor of Medicine

Associate Vice Chair for Women in

Academic Medicine

Promote a culture that ensures the advancement and success of all faculty and trainees by identifying and addressing gender inequity.

i stand
on the sacrifices
of a million women before me
thinking
*what can i do
to make this mountain taller
so the women after me
can see farther*

legacy - rupi kaur



Department of Medicine Task Force Chairs



Linda Fried, MD, MPH
Founding Chair
1990-1995

Pictured right

Clair Francomano, MD
Mary Newman, MD
Elizabeth Wagner, PhD



Susan McDonald, MD
1995-1997



Cynthia Rand, MD
1997-1999



Joan Bathon, MD
1999-2002



Cynthia Sears, MD
2002-2004



Anne Rompalo, MD
2004-2007



Jeanne Clark, MD
2008-2012



Rachel Levine, MD
2012-2021



Garima Sharma, MD
2021-

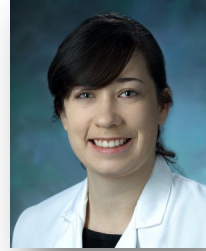
Meet the Task Force



Wendy Bennett, MD, MPH
Associate Professor
General Internal Medicine



Gail Berkenblit, MD
Associate Professor
General Internal Medicine



Megan Buresh, MD
Assistant Professor
Addiction Medicine



Natasha Chida, MD, MPH
Director, Osler Residency
Training Program
Associate Professor
Infectious Diseases



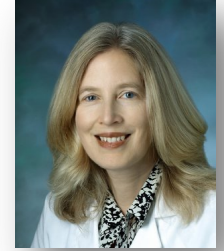
Lisa Christopher, MD, MPH
Professor
Rheumatology



Deidra Crews, MD, ScM
Deputy Director, Johns
Hopkins Center for
Health Equity
Professor, Nephrology



Sonye Danoff, MD, PhD
Associate Professor
Pulmonary and Critical Care
Medicine



Kelly Dooley, MD, MPH, PhD
Professor
Clinical Pharmacology &
Infectious Diseases



Sherita Hill Golden, MD, MHS
Chief Diversity Officer
Professor, Endocrinology,
Diabetes & Metabolism



Amita Gupta, MD, MPH
Director & Professor,
Division of Infectious
Diseases



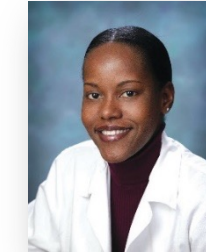
Suzanne Jan de Beur, MD
Associate Professor,
Endocrinology, Diabetes &
Metabolism



Rita Kalyani, MD, MHS
Associate Professor,
Endocrinology, Diabetes &
Metabolism



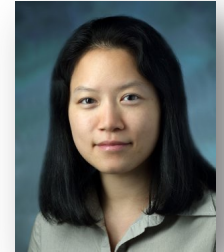
Jean Kim, MD, PhD
Associate Professor
Otolaryngology - Head and
Neck Surgery



Flora Kisuule, MD, MPH
Director & Associate
Professor, Division of
Hospital Medicine



Rachel Levine
Associate Dean for Faculty
Education Development
Professor, GIM



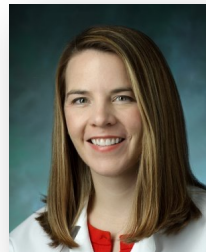
Gigi Liu, MD, ScM
Assistant Professor
Hospital Medicine



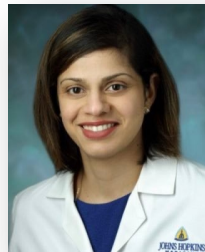
Kristen Marrone, MD
Assistant Professor
Hematology/Oncology



Meredith McCormack,
MD, MPH
Associate Professor
PCCM



Heather Sateia, MD
Assistant Professor
General Internal Medicine



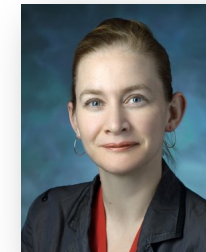
Garima Sharma, MD
Associate Professor
Cardiology



Janet Siliciano, MD
Professor
Infectious Diseases



Linda Smith Resar, MD
Professor
Hematology,
Oncology & Pathology



Ethel Weld, MD, PhD
Associate Professor
Infectious Diseases



Tinsay Woreta, MD,
MPH
Assistant Professor
Gastroenterology



Jacquelyn Zimmerman, MD
Assistant Professor
Oncology

Strategic Priorities

- Increase leadership development and opportunities for women
 - Nominate women for leadership development programs, promote sponsorship, etc.
- Enhance visibility and valuing of women's talents and successes
 - Annual event, networking & welcome events, blog, awards
- Programming to support the career advancement of women faculty and trainees
 - Sessions on CV, promotion, leadership, mentorship, work-life
 - Networking events
- Identify barriers to advancement for women in the DOM and work with leadership to promote change
 - Exit interviews, salary equity, gender benchmarking, bias reduction training
 - Represent women, advocate for gender issues at DOM leadership level and adhoc departmental and SOM committees

Salary Equity in the DOM

Salary Review

- DOM compensation plan completed FY16, faculty portal
- Task Force recommendations to DOM leadership 2015; updated 2019
- Salary Primer with detailed summary of salary components and 'lifecycle' review process; Vice Chair Sharepoint site

Gender Benchmarking

Tool for tracking various metrics (leadership roles, faculty, trainees, salary review)

BRIM Training

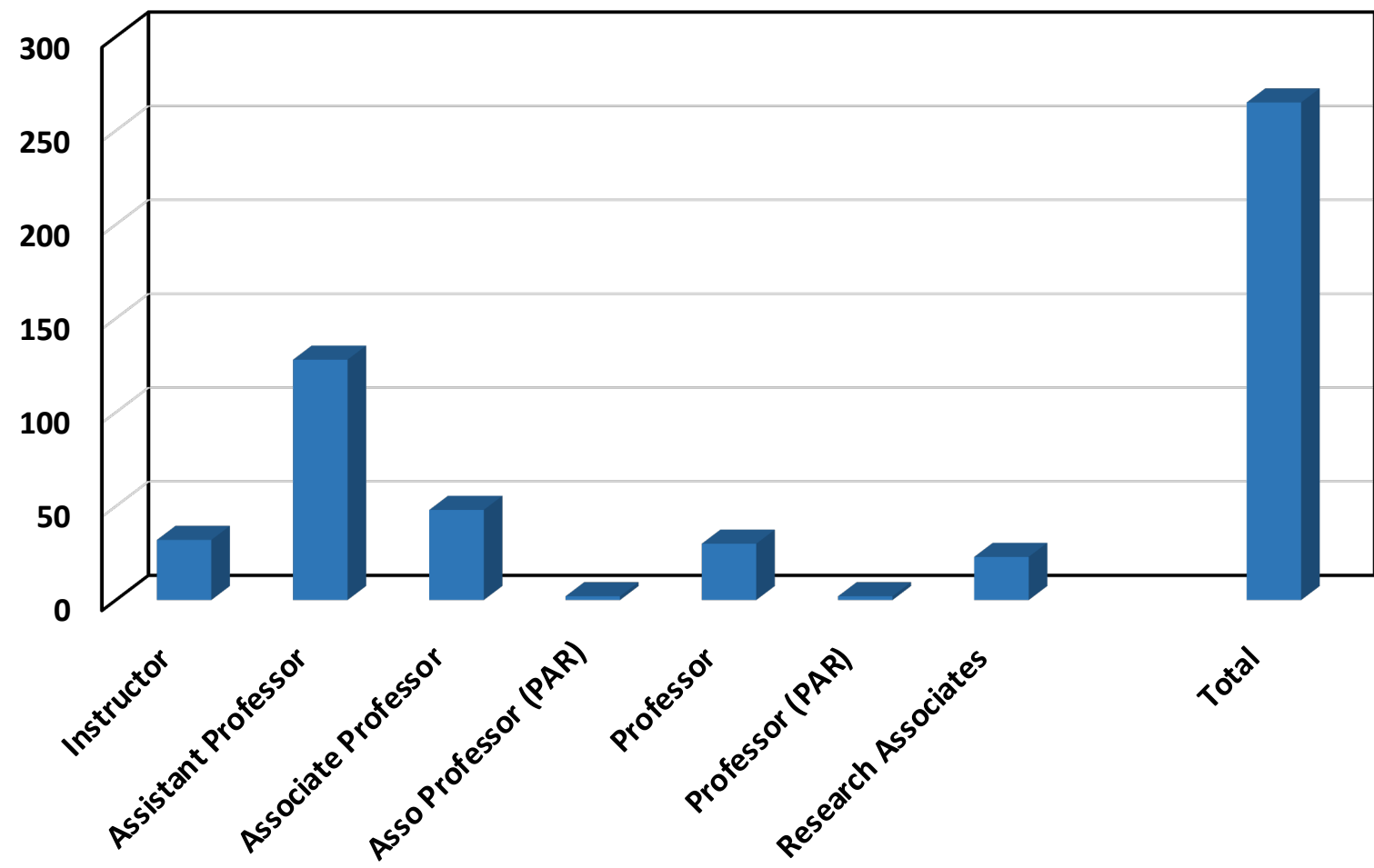
Bias Reduction in Medicine – implicit bias training for all DOM faculty (2019-2021 and ongoing)

Sponsorship Award

Raising awareness and rewarding efforts by leaders to sponsor women

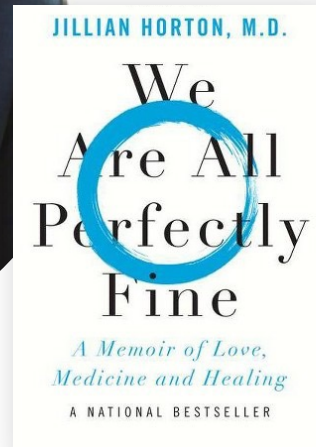
Statistics on Women in DOM

Women Faculty at Rank
2021-2022



RANK	FY22
Instructor	32
Assistant Professor	128
Associate Professor	48
Associate Professor (PAR)	2
Professor	30
Professor (PAR)	2
Research Associate	23
TOTAL	265

Events in FY22



Jillian Horton, M.D.
General Internal Medicine
University of Manitoba
Max Rady College of Medicine

Are we all perfectly fine? - a book discussion
A collaboration with JHM Office of Wellbeing



Celebration of Women in Academic Medicine: Research, Clinical Care, Teaching, Leadership and Intersectionality

Monday, March 28th
5:00 - 7:00 P.M.
Phipps Lobby & Courtyard

Registration Link:
https://jhmi.co1.qualtrics.com/jfe/form/SV_4Jf8hahUHQ1C6i

Moderated by Chidinma Ibe, PhD

Featuring the following panelists:

Deidra Crews, MD, ScM
Deputy Director, Johns Hopkins Center for Health Equity
Professor, Division of Nephrology

Wendy Bennett, MD, MPH
Co-Director, The Johns Hopkins Center for Women's Health, Sex & Gender Research
Associate Professor, Division of General Internal Medicine

Amita Gupta, MD, MHS
Director, Division of Infectious Diseases
Faculty Co-chair, Johns Hopkins India Institute
Professor, Division of Infectious Diseases

Rachel Levine, MD, MPH
Associate Dean for Faculty Educational Development
Professor, Division of General Internal Medicine

Maria Oliva-Hemker, MD
Director, Division of Pediatric Gastroenterology, Hepatology and Nutrition
Vice Dean for Faculty
Stermer Family Professor of Pediatric Inflammatory Bowel Disease

Sponsored by:
The Taskforce on Women's Academic Careers in Medicine and the Diversity Council of the Department of Medicine

A Celebration of Women in Academic Medicine:
Research, Clinical care, Teaching,
Leadership and Intersectionality
A collaboration with the DOM Diversity Council

Accomplishments of Women in Medicine

115 women in medicine

19 career development awards

8 national academy membership elections

18 board/chair/president elections

14 JHU/SOM leadership positions

24 named directorship, co-directorship, associate directorship positions in the DOM

26 promotions

3 named endowed professorships

10 research awards

12 clinical excellence awards

11 excellence in teaching awards

5 mentoring awards



Remembering the Contributions of Women in Medicine

Sonye Danoff, MD, PhD

Lisa Christopher-Stine, MD, MPH

Natasha Chida, MD, MSPH



Sonye Danoff, MD, PhD

Associate Professor of Medicine

Co-Director, Johns Hopkins Interstitial Lung

Disease/Pulmonary Fibrosis Program



Carol Johnson Johns, MD
Johns Hopkins University
Distinguished Professor

50 years with
Johns Hopkins University
School of Medicine

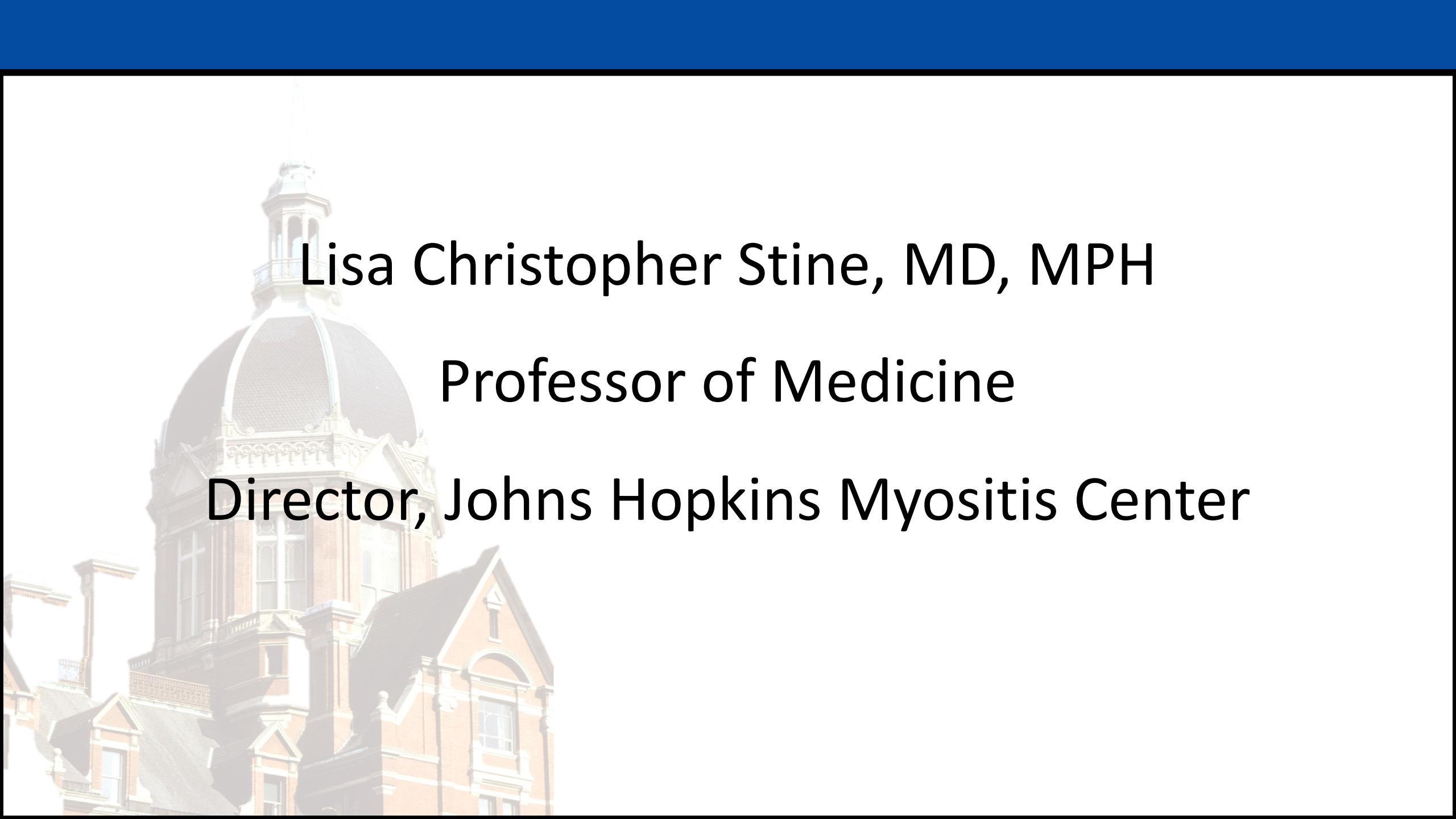
- 1923 - 2000
- Born in Baltimore, Maryland
- BA: Chemistry and Phi Beta Kappa at Wellesley College, Massachusetts (1944)
- MD: Johns Hopkins University School of Medicine (1950)
- Residency: Osler Internal Medicine Residency Training Program (1953)
- Assistant in Medicine (1951-1958)
- Instructor (1958-1967)
- Associate Professor (1971-1999)
- Founder and Director JHU Sarcoid Clinic (1962-1979 and 1981-1993)
- President Wellesley College (1979)
- Co-Chair of Women Physicians in Contemporary Society Conference (1979)
- Chairman, Quality Assurance Committee (JHH)
- Chairman, Medical Audit Committee (JHH)
- Chairman, Medical Record and Review Committee (JHH)
- President International Sarcoid Conference (1984)
- Assistant Dean and Director of Continuing Medical Education (SOM)



Carol Johnson Johns, MD
Johns Hopkins University
Distinguished Professor

50 years with
Johns Hopkins University
School of Medicine

- Chair, External Review Panel for Howard Hughes Medical Institute - undergraduate biological sciences education program.
- Regent and Vice Chairman of Board of Regents for Uniformed Services University of the Health Sciences, Bethesda, Maryland
- Director, Stetler Research Fund for Women Physicians
- Founded Women's Task Force for Faculty Careers in Medicine (JHM) Director, Johns Hopkins Women's Medical Alumnae Association
- 1st Woman member of the American Clinical and Climatological Association
- 1st woman president of the ACCA
- Johns Hopkins Women's Medical Alumnae Association Hall of Fame Honoree (1999)
- University Distinguished Professor of Medicine (2000)
- Named Medical Woman of the Year by the Medical College of Pennsylvania
- Honored as a Master by the American College of Physicians
- Carol Johns Medal of Honor established in her memory, USUHS



Lisa Christopher Stine, MD, MPH
Professor of Medicine
Director, Johns Hopkins Myositis Center



Nadia Morgan, MD, MHS
Instructor of Medicine

Division of Rheumatology
Johns Hopkins University
School of Medicine

- 1983 - 2018
- Born in Kingston, Jamaica
- MBBS: University of the West Indies
- Residency: State University of New York Downstate Medical Center
- Chief Resident: SUNY DMC
- Fellowship: Johns Hopkins University Division of Rheumatology Scleroderma Center
- MHS: Johns Hopkins University Bloomberg School of Public Health
- Instructor, Division of Rheumatology
- Promotion to Assistant Professor PAR
- 2016 United States Citizenship
- 2016 Distinguished Fellow Award from the American College of Rheumatology
- 2017 Scientist Development Award from Rheumatology Research Foundation
- 2018 Career Development Award from Rheumatology Research Foundation
- 3rd year member, ACR Standing Committee on Patient Registries
- 2017 Alpha Omega Alpha
- Lectureship to focus on impact of African ancestry on the manifestations and course of rheumatic diseases.
- Dr. Nadia D. Morgan Memorial Fund

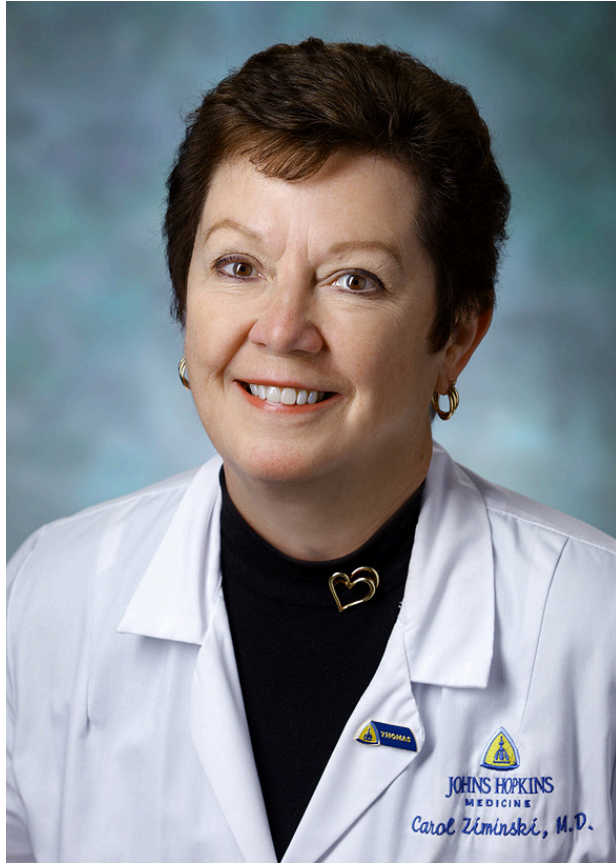


Natasha Chida, MD, MSPH

Assistant Professor of Medicine

Director, Osler Internal Medicine

Residency Training Program



Carol Ziminski, MD
Associate Professor

Division of Rheumatology
Johns Hopkins University
School of Medicine

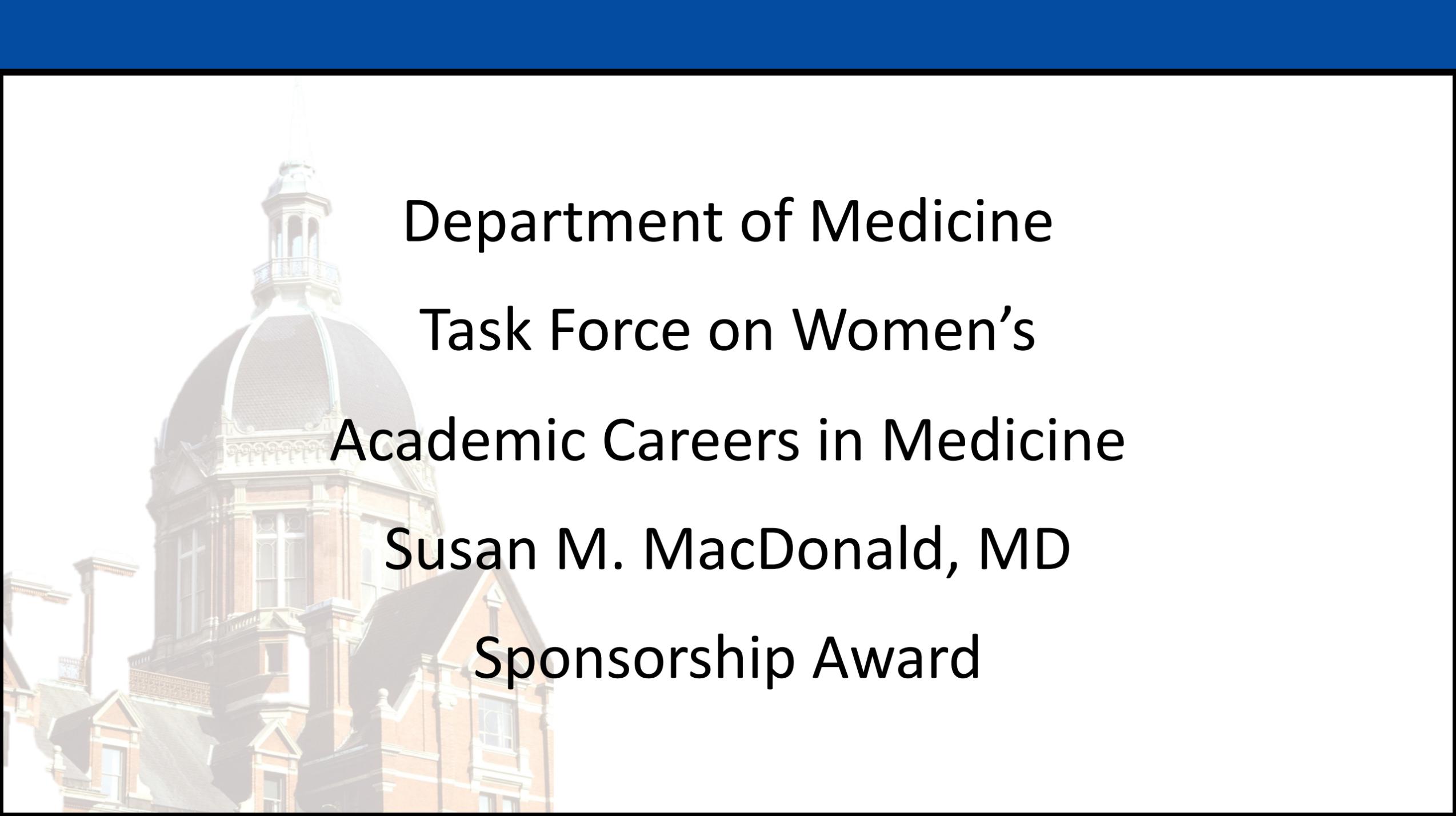
- Long Island, New York
- BS: Chemistry and Summa Cum Laude at Vassar College
- Graduate student in Biochemistry at Johns Hopkins University
- Research Associate: Connective Tissue Division at Johns Hopkins
- MD: Yale University
- Residency: Osler Internal Medicine Training Program
- Fellow of Rheumatology at Johns Hopkins University
- First female ACS in the Department of Medicine (1981)
- Program Director, Rheumatology section of Clinical Skills
- Responsible for the "Musculoskeletal Exam" section within Clinical Foundations of Medicine
- Recipient of the Clinical Scholar Educator Award from the ACR Research and Education Foundation
- Deputy Director, Johns Hopkins Rheumatic Disease Unit at Good Samaritan Hospital
- Co-chair, The Academy at Johns Hopkins
- Core faculty within the Vivien Thomas College for the Colleges Advisory Program



Linda M. S. Resar, MD

Professor of Medicine, Oncology & Pathology

Institute for Cellular Engineering



Department of Medicine
Task Force on Women's
Academic Careers in Medicine
Susan M. MacDonald, MD
Sponsorship Award



Susan McDonald, MD
Professor of Medicine

36 years with
Johns Hopkins University
School of Medicine

- 1950 - 2020
- Regis College in Massachusetts
- BS: Chemistry
- Immunology Researcher at Harvard
- MD: University of Massachusetts Medical School
- Residency: Osler Internal Medicine Residency Training Program
- Assistant Chief of Service
- Fellow in Rheumatology & Clinical Immunology
- Assistant Professor, Allergy & Clinical Immunology
- Professor #106 at Johns Hopkins (2004)
- Deputy Director for faculty and development in the DOM
- 2002 named Associate Vice Chair of Medicine
- 2002 Women in Leadership Award
- 2003 David M. Levine Excellence in Mentoring Award
- Advisor, Office of Women in Science 2008
- Interim Director, Division of Allergy and Clinical Immunology (2009-2016)
- 2009 Inaugural Vice Dean's Award for the Advancement of Women

Sponsorship

Sponsor

a person in a position of *influence* (with access to networks and resources) who actively supports the career advancement of another individual

Mentor

provides a role model, advice and feedback, *may be a sponsor if in a position of power and influence, not all mentors are sponsors*

Sponsorship

Nominate or recommend for leadership opportunities:

- Chair of national or international meeting or society
- Editorial board member or Senior Editor
- Invited talks- Regional, National, and International
- Key committee roles
- Institutional, national, or international awards
- Promotion

Previous Award Winners



Jeanne Clark, MD, MPH
2015



Roy Ziegelstein, MD
2015



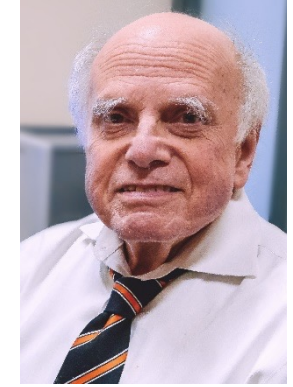
Lawrence Appel, MD, MPH
2016



Trish Perl, MD, ScM
2016



Sonye Danoff, MD, MPH
2017



David Levine, MD
2017



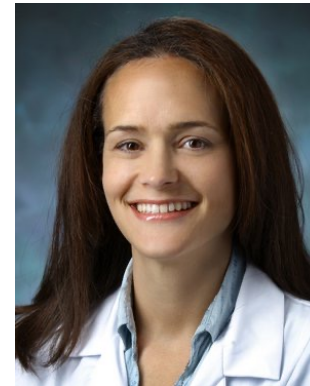
Lisa Cooper, MD, MPH
2018



Robert Wise, MD
2018



Josef Coresh, MD, PhD
2019



Nadia Hansel, MD, MPH
2019

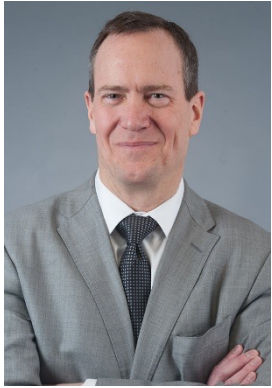


Sophie Lanzkron, MD
2021

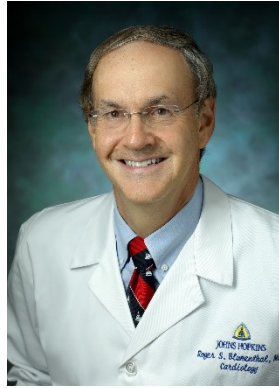


David Thomas, MD, MPH
2021

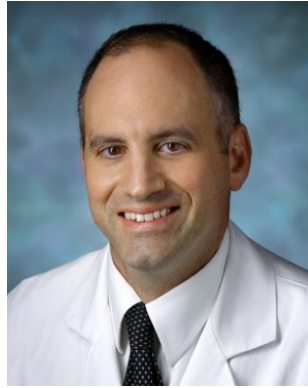
2022 Nominees



Mark Anderson, MD, PhD



Roger Blumenthal, MD



Todd Brown, MD



Sara Cosgrove, MD, MS



Danielle Doberman, MD



Daniel Ford, MD, MPH



Anne Marie Lennon, MD



Rachel Levine, MD, MPH



Elizabeth Selvin, MD



Philip Seo, MD



Larissa Shimoda, MD



Lisa Christopher Stine, MD

I have had the great joy and good fortune to work with Mark as my mentor for over 5 years, beginning in 2017. I am beyond grateful for his thoughtful and ever-supportive guidance in both my academic and personal journeys. Mark is the consummate example of the very best “he for she”.

- Priya Umapathi

Mark creates an environment and atmosphere of academic excellence, rigor and thoughtfulness where each person feels that they have a valued voice at the table. He is especially sensitive to the challenges/barriers faced by women in medicine and science.

- Priya Umapathi

He has created an environment of academic excellence and rigor that is at the same time inclusive by modeling and encouraging balance in work and life outside the laboratory.

He acknowledges the unique challenges women face in science and medicine, and intentionally works to remove barriers that would have otherwise prevented success.

- Elizabeth (Betsy) Luczak

In addition to encouraging me to “think bigger” about my potential impact on the field of academic medicine, I have also watched him ensure that our departmental leadership has increasing gender diversity to further advance the careers of women.

- Sherita Golden

I will be forever grateful for his guidance in giving me the courage to step out of my comfort zone into my true calling. All of these testaments make Mark the “quintessential sponsor!”

- Sherita Golden

Susan M. MacDonald, M.D.
Sponsorship Award



Mark E. Anderson, M.D., Ph.D.

I believe a good mentor provides opportunities for their mentees to show their capabilities, and Dr. Blumenthal went even further by using his platform as an established cardiologist to elevate my work.

- Arielle Abovich

As a second-year resident, finding research opportunities is vital to my preparation for fellowship and my goal of advancing my career in cardiology. I expect the introductions Dr. Blumenthal made for me will have a lasting impact on my career as I continue to collaborate with these leading cardiologists beyond my residency.

- Arielle Abovich

His office is right next to mine at Green Spring Station; every time I walk by, he is leaning over his desk with an EKG in hand, smiling and happily teaching an eager medical student, resident, or fellow.

He is never too busy to teach or to help his mentees. I honestly cannot think of a more selfless academic physician. He has a deep and strong desire to support others.

- Elizabeth Ratchford

He has spearheaded efforts to raise money for women's cardiovascular research which have helped many women's research flourish and lead to securing grant funding. This level of program building has been unprecedented within the division and has served as a model for program building for other subspecialty programs.

- Allison Hays

He has served as an exemplary sponsor to help place women in elevated positions using his influence in many areas of cardiology. Importantly, Roger has made significant strides to help elevate women in cardiology both within Hopkins and on a national level.

- Allison Hays

Susan M. MacDonald, M.D.
Sponsorship Award



Roger S. Blumenthal, M.D.

Dr. Cosgrove regularly practices sponsorship by nominating women for awards and scholarships, introducing them to leaders in our field, generously sharing authorship and leadership opportunities on funded projects, nominating them for leadership roles and career development activities.

- Lisa Maragakis

Dr. Cosgrove is truly vested in advancement of women in the SOM. We unreservedly support this nomination, and aspire to one day lead by her example, by providing the same level of selfless mentorship, sponsorship and advancement opportunities to the future women faculty who have yet to come to JHU SOM.

- Valeria Fabre & Clare Rock

Not only is Dr. Cosgrove incredibly knowledgeable and supportive of our various interests, but she is approachable, funny, and kind. As one mentee said, “She is the perfect mix as a mentor; providing guidance and oversight but also helping me to cultivate my own path.”

She affords her mentees with opportunities and autonomy. She is accessible and a true collaborator. There is no question that many of us would not be where we are in our careers without her support.

- Lisa Maragakis

She is intensely interested in people, cares deeply about them, and is endlessly insightful and creative in making professional connections and tailoring her advice and suggestions to the needs of the individual person in front of her at the time. Mentoring, sponsoring, and inspiring others and is her super-power!

- Lisa Maragakis

The impact of Dr. Sara Cosgrove’s mentorship and sponsorship is felt well beyond Johns Hopkins. Her mentees are among the nation’s leading authorities on infection prevention, antimicrobial stewardship, and antimicrobial resistance.

- Lisa Maragakis

Susan M. MacDonald, M.D.
Sponsorship Award



Sarah E. Cosgrove, M.D., M.S.

Sometimes sponsorship is not “one big thing” but rather numerous small gestures that coalesce into something greater. This is how I view Dan’s sponsorship over the years. The opportunities he presented, have contributed significantly to my skills, connections and confidence to pursue new opportunities.

- Geetanjali Chander

Dr. Ford has worked behind the scenes and intentionally to connect his mentees and protégées to opportunities and leadership, but most importantly how he sustains this support to ensure that his protégées are maximally successful and will continue to advance in their roles.

- Wendy Bennett

My involvement on [his] team led to the publication of numerous publications and launched my career, but even more importantly, connected me to people who would be future collaborators and supporters of my work.. not only to colleagues at Hopkins, but to a broad national network of primary care researchers. These collaborations and the network I developed, as a result of his sponsorship, greatly enhanced my professional opportunities.

- Lisa Cooper

His calm, caring, steady guidance and encouragement was critical for giving me the strength to persevere through some challenging personal situations including serious family medical conditions. His support of me provided me with the courage to pursue research in a vulnerable, hard to reach population, and start a research program from scratch.

- Gail Daumit

I cannot think of a better candidate for this Sponsorship Award. Dr. Ford has positively influenced the careers of countless women faculty and trainees and I feel fortunate to have had him as an advocate and sponsor.

- Wendy Bennett

Susan M. MacDonald, M.D.
Sponsorship Award



Daniel E. Ford, M.D., M.P.H.

Rachel's impressive ability to strategize, design, organize, and implement programs specifically for women. She led the effort to do so for more than 60 physicians in Bogota, Colombia on August of 2019. The program she designed was so successful that they had invited us back to do a follow-up.

- Kimberly Skarupski

Dr. Levine has also broadly educated others about sponsorship by teaching about it outside the department and has publishing on the topic. She has taught about scholarship and mentorship for the JHU Emerging Womens' Leadership Program and Leadership Program for Women Faculty.

- Danelle Cayea

Dr. Levine made many important contributions during her tenure, including promoting the concept of sponsorship as a core tenet of mentorship. She led the charge to formalize the role of sponsorship in our department.

I suspect many people would credit Dr. Levine with first introducing them to the concept of sponsorship and encouraging them to incorporate it into their own practices. She established this very sponsorship award.

- Danelle Cayea

Rachel has helped me to advance my career far beyond what I would have expected in the short two years we have worked together. She does so through thoughtful sponsorship to help me secure opportunities she knows I can excel at.

- Beau Landry-Wegener

I have lost count of the number of teaching opportunities, articles, and personal connections I have obtained because she has provided the connection and have literally traveled the world because of opportunities she has provided to me.

- Danelle Cayea

Susan M. MacDonald, M.D.
Sponsorship Award



Rachel B. Levine, M.D., M.P.H.

Congratulations!



*"Each time a woman
stands up for herself,
without knowing it
possibly, without
claiming it, she stands
up for all women."*

- MAYA ANGELOU





Sabra Lewsey, MD, MPH

Assistant Professor of Medicine

Advanced Heart Failure
and Transplant Cardiology

Previous Honorees



Robin Ely, PhD
2014
Professor
Harvard University



Reshma Jagsi, MD
2015
Professor
University of Michigan



Dianna McNeil, MD
2017
Professor
Duke University



Andrea Sikon, MD
2018
Professor
Cleveland Clinic



Janine Austin Clayton, MD
2019
Director, Office for Research
on Women's Health, NIH



Amy Gottlieb, MD
2021
Professor
Baystate Health

Janet Bickel, MA




Leadership and Career Development
Coach and Consultant

Adjunct Assistant Professor,
Medical Education
George Washington University
School of Medicine

- Nationally recognized expert in faculty, career and leadership development
- 40 years of experience in academic medicine and science
- Over 120 academic health centers and 30 professional societies have invited her presentations and consultation
- Taught leadership and innovation at the CIA and National Reconnaissance Office
- Held positions of national leadership at the Association of American Medical Colleges, including Associate Vice President of Medical School Affairs
- Established an Office of Women in Medicine
- Published in over 60 peer reviewed articles and 2 books
- MA in Sociology from Brown University
- AB in English from University of Missouri-Columbia
- From 1972-1976 Janet served as founding admissions, financial aid and student affairs officer at the new Brown University Medical School.

Maximizing Professional Development Of Women In Academic Medicine - The Scientist - Magazine of the Life Sciences

Janet Bickel

The Scientist  , Volume 11 (10): 10 – May 12, 1997

Journal of Women's Health, Vol. 29, No. 8 | Commentary

 Full Access

Is Gender Equity Possible in Academic Medicine or Are There More Useful Goals on Which to Focus?

Journal of Women's Health, Vol. 30, No. 6 | Commentary

 Full Access

Janet Bickel 

Getting Somewhere New Together: Increasing Our Capacity for Dialogue Across Differences


Janet Bickel 

Increasing Women's Leadership in Academic Medicine: Report of the AAMC Project Implementation Committee

Janet Bickel, MA, Diane Wara, MD, Barbara F. Atkinson, MD, Lawrence S. Cohen, MD, Michael Dunn, MD, Sharon Hostler, MD, Timothy R. B. Johnson, MD, Page Morahan, PhD, Arthur H. Rubenstein, MD, George F. Sheldon, MD, and Emma Stokes, PhD

Journal of Women's Health, Vol. 28, No. 3 | Commentary

Organizational Savvy: Critical to Career Development in Academic Medicine

Janet Bickel 

Capitalizing on Women's Intellectual Capital in the Professions

LETTERS TO THE EDITOR

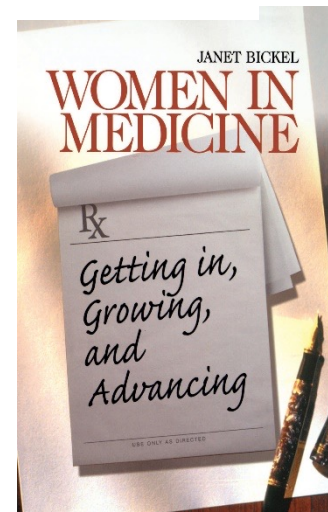
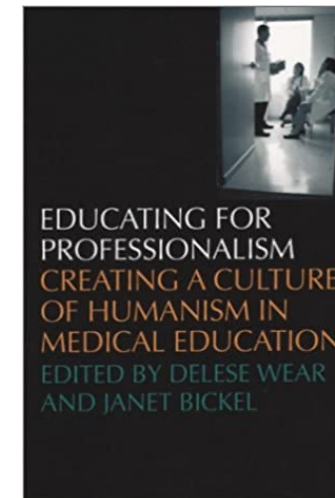
Women in Medicine: Evidence That More Evidence Is Insufficient in Effecting Improvements

Bickel, Janet MA

EDITORIAL

Women's Career Development What Does This Have to Do With Men?

Janet Bickel, MA



**“Having your commitments
instead of your commitments having you:
nurturing your resilience and rewiring your notions
of success.”**

Janet Bickel, MA

Leadership and Career Development

Coach and Consultant

Having your Commitments Instead of Your Commitments Having You

- ❖ attuning to your own needs
- ❖ being patient toward all that is unsolved in your heart
- ❖ connecting to sources of rejuvenation

**“If a man never allowed himself a bit of fun and relaxation,
he would become unstable without knowing it.”**

-- Herodotus (b 485 BCE)

**Janet Bickel
Career and Leadership Development Coach**

5/31/22



The Steep Climb Toward Agency

- ❖ “Women who acquire power are more likely to be criticized for it than are the men who have always had it.”
-- Carolyn Heilbrun
- ❖ “It’s your life—but only if you make it so. The standards by which you live must be your own standards, your own values, your own convictions in regard to what is important and what is trivial.”
-- Eleanor Roosevelt
- ❖ “Our commitments to our work, to significant others, and to ourselves are different expressions of how we belong in the world.”
-- David Whyte
[The Three Marriages: Re-imagining Work, Self and Relationship]

What interferes with resilience and agility?

- The Inner Voice of Judgment

i.e. wishing we were better than we are

- Strengths (e.g. generosity, self-reliance) that we over-do

- Resisting uncertainty, indulging in nostalgia

- Repetitive rumination

- Righteous indignation

- Cynicism



Useful Questions

--Why am I doing what I'm doing?

--What are my contributions to what I complain about?

--Who will I disappoint first today?

--What do I need to reassess (“sit beside”)?

--How might I be a better friend to myself?

--How can I protect time free of relational responsibilities?



