

Talent Denied and Talent Lost: Choices and Compromises of Talented Girls and Women



BLANKA PÉCHY



Sally Reis
sally.reis@uconn.edu

Why am I so interested in this topic and why should we care?

Recent Headlines from Top Newspapers

- **America's vitriol towards Hillary Clinton reveals a nation mired in misogyny**
- **Female Ambition Is Still Considered Ugly**
- **15 Biggest Challenges Women Leaders Face And How To Overcome Them**
- **Trump paid off 'three additional women' after affairs—**
- **The “Me, too” Movement in the US**

Published my first article on this in 1987—and this is still a problem

Work Left Undone

Choices & Compromises of Talented Females

Sally Morgan Reis



Statistics

The Current Situation Across the Globe

- Poverty, Illiteracy
- Leadership
- Labor Force
- Famous Women Who Achieve
- Wage Gap
- Why This Matters

Poverty and Illiteracy

- Of the world's 1.3 billion poor people, nearly 70% are women.

- Of the world's nearly 1 billion illiterate adults, two-thirds are women.



Botched FGM Surgeries put 50 girls in the Hospital in Burkina Faso, BBC News, 9/17/2018

- Two 60-year-old women, along with the parents of some of the girls who were as young as 4 years old, have been arrested.
- FGM has been illegal in Burkina Faso since 1996.
- Offenders face up to three years in prison.
- About three-quarters of women and girls in Burkina Faso have undergone circumcision



An estimated three million girls and women worldwide are at risk each year
About 125 million victims estimated to be living with the consequences
It is commonly carried out on young girls, often between infancy and the age of 15

'I Never Applied': Nobel Winner Explains Associate-Professor Status, but Critics Still See Steeper Slope for Women

Donna Strickland will be one of three scientists [to receive this year's Nobel Prize in Physics](#), the Royal Swedish Academy of Science announced on Tuesday morning. Strickland is only the third woman to win the prize BUT

As an interviewer on the [BBC Newshour put it](#), "Why aren't you a full professor, given your eminence?"

Strickland, who will receive a one-quarter share of the prize, or about \$250,000, for her work in "generating high-intensity, ultra-short optical pulses" for lasers, responded: "I never applied."

PHYSICS AND ASTRONOMY

[Physics and Astronomy](#) » [People profiles](#) »

Donna Strickland

FILTER

Associate Professor

Dr. Strickland's ultrafast laser group develops high-intensity laser systems for nonlinear optics investigations.

Contact information

Office: PHY 257

Lab: PHY 117

Phone: 519 888-4567 ext. 32724

Email: strickland@uwaterloo.ca

Website: [Ultrafast Laser Group](#)



- Women make up less than 13 percent of the world's parliaments, and less than 10 percent of political party leaders.
- Only tiny fraction of Fortune 500 CEOs are women — just over 6 percent and that number is decreasing



- Only 20 women across the globe currently serve as heads of state (presidents) of their government, but



Of all 193 diplomats to the UN, only 30 are women, and that is a record of 15 percent.

- **BUT--the number of women ambassadors in the Security Council has fallen from its peak of 6 women in 2014, to 4 in 2015, to just 1 in 2018. How has this influenced the top collective decision-making body on peace and security, and what, if anything, does this say about the future of UN diplomacy and peacebuilding?**

“It’s important to look at the Security Council and see only one woman at the table in 2016; that’s crazy.

There has been no woman Secretary-General and only two women presidents of the General Assembly over 70 years,” Samantha Power said in 2017.

UN Diplomat Samantha Power



In 2013, there were 27 women ambassadors. Today, only 16 women represent their countries as ambassador to Washington, about the same number that served as ambassadors in 1995.

What Happened to all of the Women Ambassadors?



WHY IS THIS IMPORTANT?

It's important because having a woman leader is symbolic. When a young girl visits the UN, and sees the Security Council with one woman ambassador, she thinks that's normal. And that's a problem. Because it is not and shouldn't be normal, and it should look very different

BLANKA PÉCHY
(1894-1988)



MÁRIA TELKES (1900-1995)



**Women Have a Low
Participation Rate in
Leadership Roles in
every country**

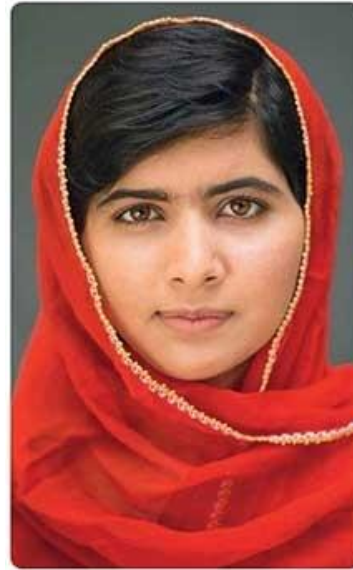
Wage gap in the USA

- In 2017, women earned 82% of what men earned, according to a Pew Research Center analysis of median hourly earnings of both full- and part-time workers in the United States. Based on this estimate, it would take an extra 47 days of work for women to earn what men did in 2017.

Wage Gaps in Hungary

The gender pay gap for managers is the largest in Hungary of all countries in the European Union.

To date, only 43 women have been awarded a Nobel Prize, out of over 900 people and organizations who have been named laureates. (A total of 44 prizes have been awarded to women: Marie Curie won twice.)



**Only 15 Women Who
Have Won Science
Nobel Prizes since
Marie Curie**

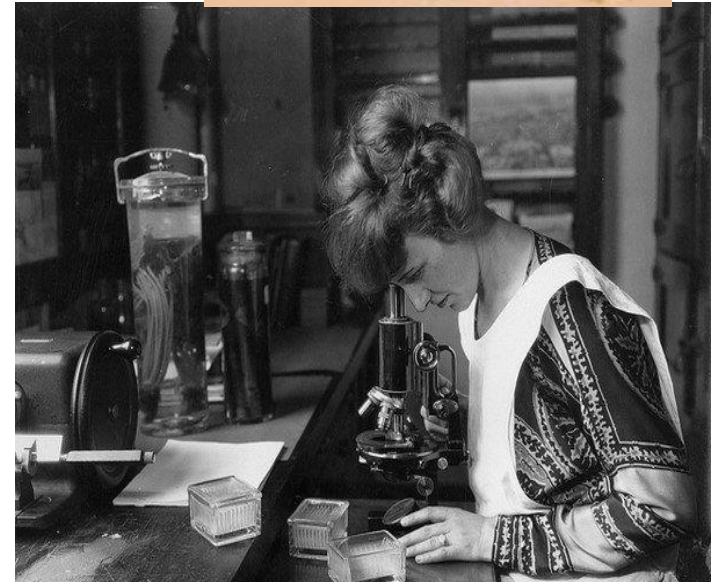


But even in areas in which women are supposed to excel, such as writing and the arts,

Men win more awards than women in the arts and humanities.

- Men write more books, publish more articles, and excel in almost all professional areas
 - For example, of all Pulitzer Prize winners—
from 1917 to 2015, only 113 of the 814 were
women.

From 1809 to 2000, only 1 in 1,000 patents granted was issued to a female inventor. Even now, why in 2018, are over 90 percent of all patents are held by men?



Barriers

External

- Home
- School, Work Environmental
- Stereotypes

Internal

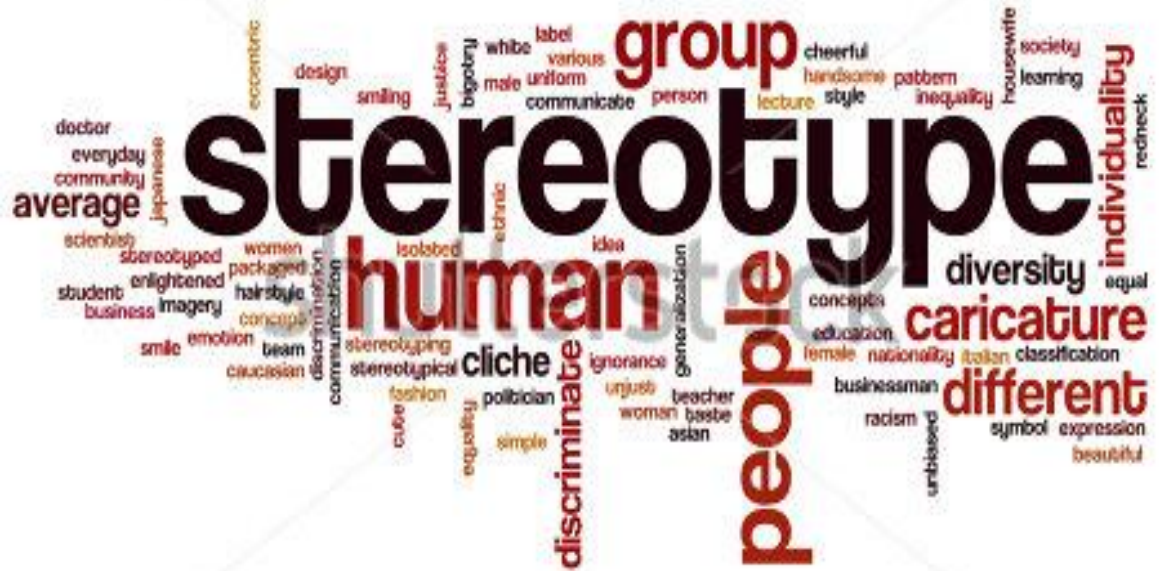
- Confidence, Hiding Abilities, Self-Doubt
- Multipotentiality

Early in my work, I identified External Barriers

Click, Click, Click: Forming Attitudes and Opinions

- Television
- Print media.
- Environmental influences
- Stereotypes in home, school, and life

The Interaction of External and Internal Barriers



Kindergarten Awards

Boy' s Awards

- Very Best Thinker
- Most Eager Learner
- Most Imaginative
- Most Enthusiastic
- Most Scientific
- Best Friend
- Mr. Personality
- Hardest Worker
- Best Sense of Humor

Girl' s Awards

- All-Around Sweetheart
- Sweetest Personality
- Cutest Personality
- Best Sharer
- Best Artist
- Biggest Heart
- Best Manners
- Best Helper
- Best Creative

X-11

YOUNG & MODERN

total love guide

100 guys dish
the new rules

kiss & be kissed

26 pucker-up
pointers

dazzle him! hottest date clothes ever

12-page beauty blitz

major makeovers

- ✿ 10 hot new looks—find the one for you
- ✿ sneaky makeup tricks that fix flaws
- ✿ snag your perfect haircut

quiz is he under your spell?

31 signs
the boy's
sweatin'
you bad

buff
your
bod!
the rock
goddess
way

Cover Girl winner
Anne Marie
Kortright Martinez

November 1997 \$2.95



External Barriers Negatively Affect Talented Girls

Influencing

- Creative development
- Role model availability
- The generation of a set of philosophical beliefs essential to the development of creative potential



External Barriers Hurt Talented Girls and Women

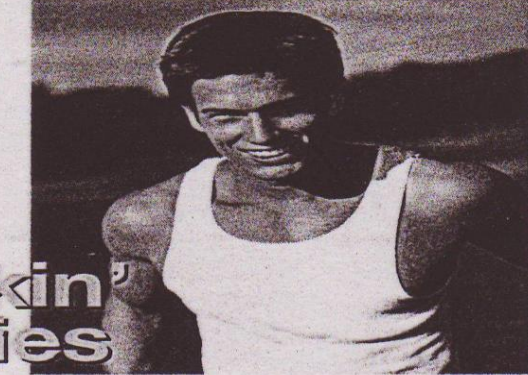
Influencing

Creative development

Role model availability

The generation of a set of philosophical beliefs essential to the development of creative potential





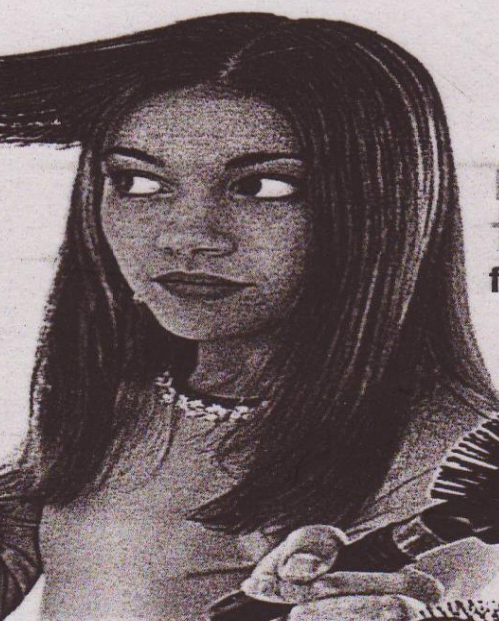
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studs speak out... p. 46



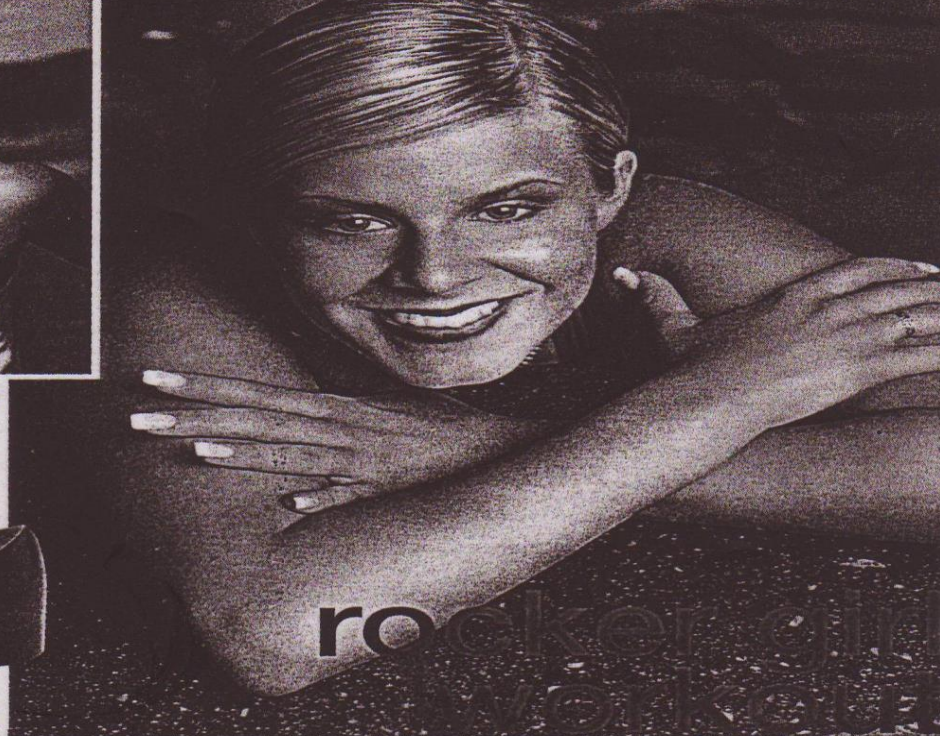
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workout

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on the cover:

Photograph by Robert Whitman.
Hair: Dan Sharp for Garren New
York at Henri Bendel. Makeup:
Emma Carter. All makeup, Cover
Girl. Dress, Carla Zilka; necklace,
courtesy of Diamond Information
Center; ring, Versani.



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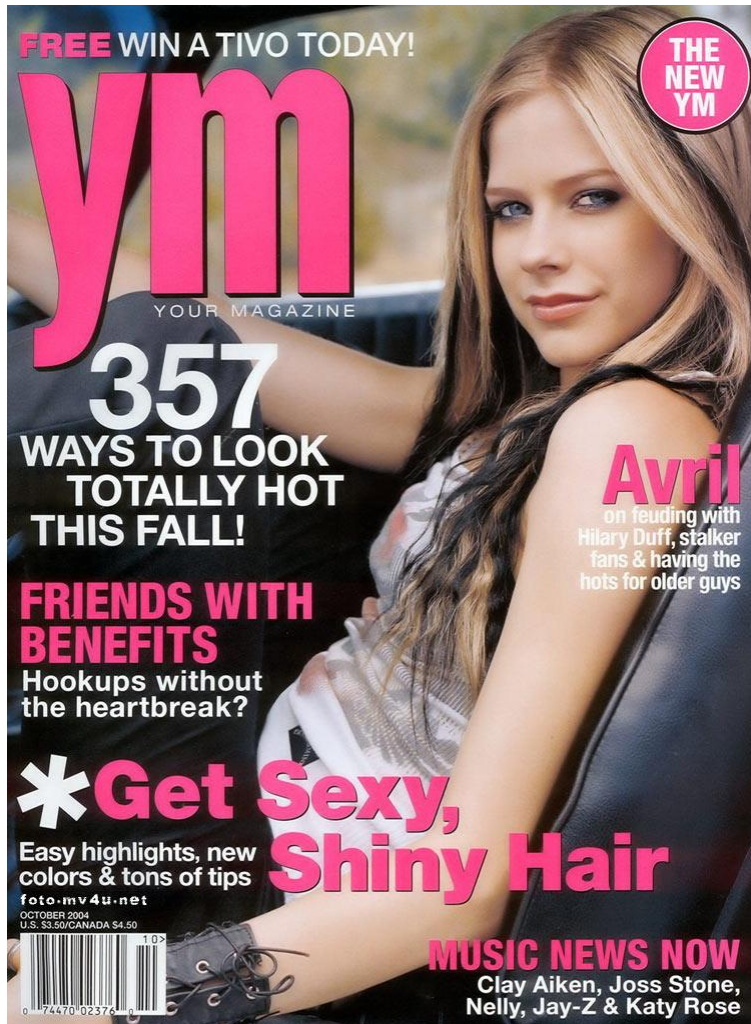
★Be a Date Diva

Dazzle him with the
hippest dating duds.....94

Toasty Treats

Cuddle up to cozy cold-

Negative Societal Messages



- **Girls (and Women)**
 - Less is good: Diet to excess.
 - Life is mainly about the way you look and the men you date and marry.

The Star-Ledger

3/11/97

□U

THE NEWSPAPER FOR NEW JERSEY



ASSOCIATED PRESS

As Merri Carole Moken, 17, of Morris Township, from left, applauds, Annie Byar, 17, of Willingboro congratulates Whitney Bowe, 18, of Cedarhurst, N.Y., for winning 10th place and a \$10,000 scholarship in the Westinghouse Science Talent Search.

Jersey teens call science a winner

Pedro Sánchez, the new prime minister, unveiled the world's most female-populated cabinet after he toppled the conservative Popular Party to gain power.



Entitled “The wardrobe of Pedro Sánchez’s women ministers”, an article gave advice to each female member of the new government, in which a record 11 women were selected by the PSOE leader out of total of 17 ministerial posts. BUT none of the five male ministers or Mr Sánchez have their sartorial qualities appraised in the article.

“The most shocking thing [about Ms Ribera] is her complete lack of make-up”, the wearing of which the article describes as a “necessary slavery” for women.

Women in Government

In the U.S. Congress,
women have only 19% of
the seats

Compare this to the
percentage
of women in the
legislature in
the following countries:

- Cuba 49%
- Mexico 49%
- Iceland 48%
- Nicaragua 46%
- Sweden 45%
- Finland 43%
- Senegal 43%
- South Africa 43%
- Norway 40%
- Denmark 39%
- Spain 39%
- France 39%
- Hungary 13%

Look like a girl
Act like a lady
Think like a man
Work like a boss



Salary Discrepancies Persist

- White women earn just 81.8% of what men earned for the same work, but the story is even worse for culturally diverse women, where Black women earn 60 cents and Hispanics 55 cents for every dollar paid to a white male (Hegewisch & Williams-Baron, 2018).

YOU



BEACH
READY?

Substituting two daily meals of an energy restricted diet
with a meal replacement, contributes to weight loss.

£62

EXCLUSIVELY AVAILABLE ON



- Female musicians are drastically underrepresented in major orchestras of the world.



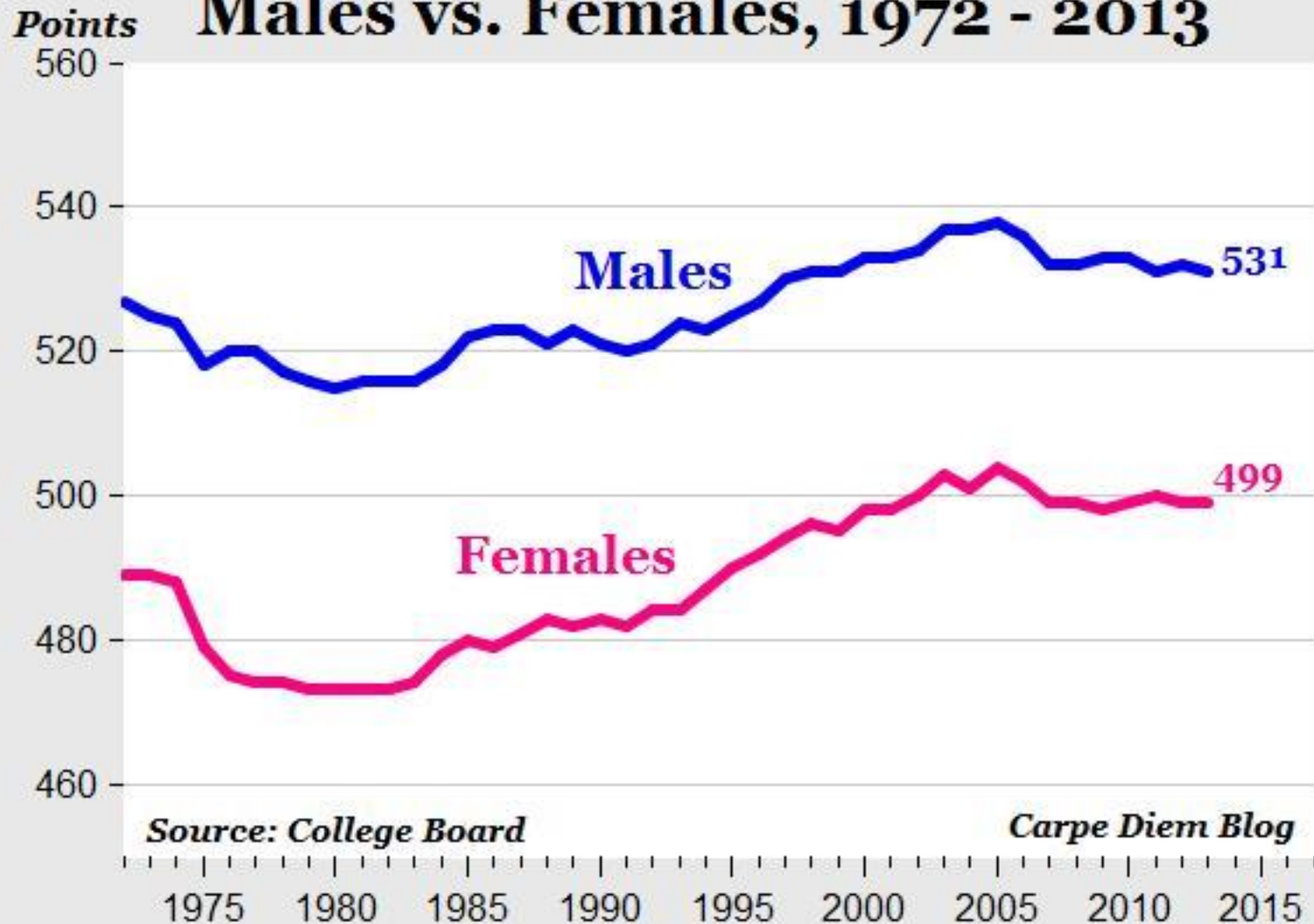
- In the 27 highest budgeted orchestras in the United States, there are no female musical directors or conductors in permanent positions.





Oh, look, a rare photo of a man
telling everybody what to do.

Average SAT Math Test Scores: Males vs. Females, 1972 - 2013



2015 SAT test results show that the math gender gap continues with a 32-point advantage for high school boys.

But, there is no gap when the timed tests are eliminated.

Figure 2a

Gender Gap: Male Point Advantage on Achievement Scores on the SAT2

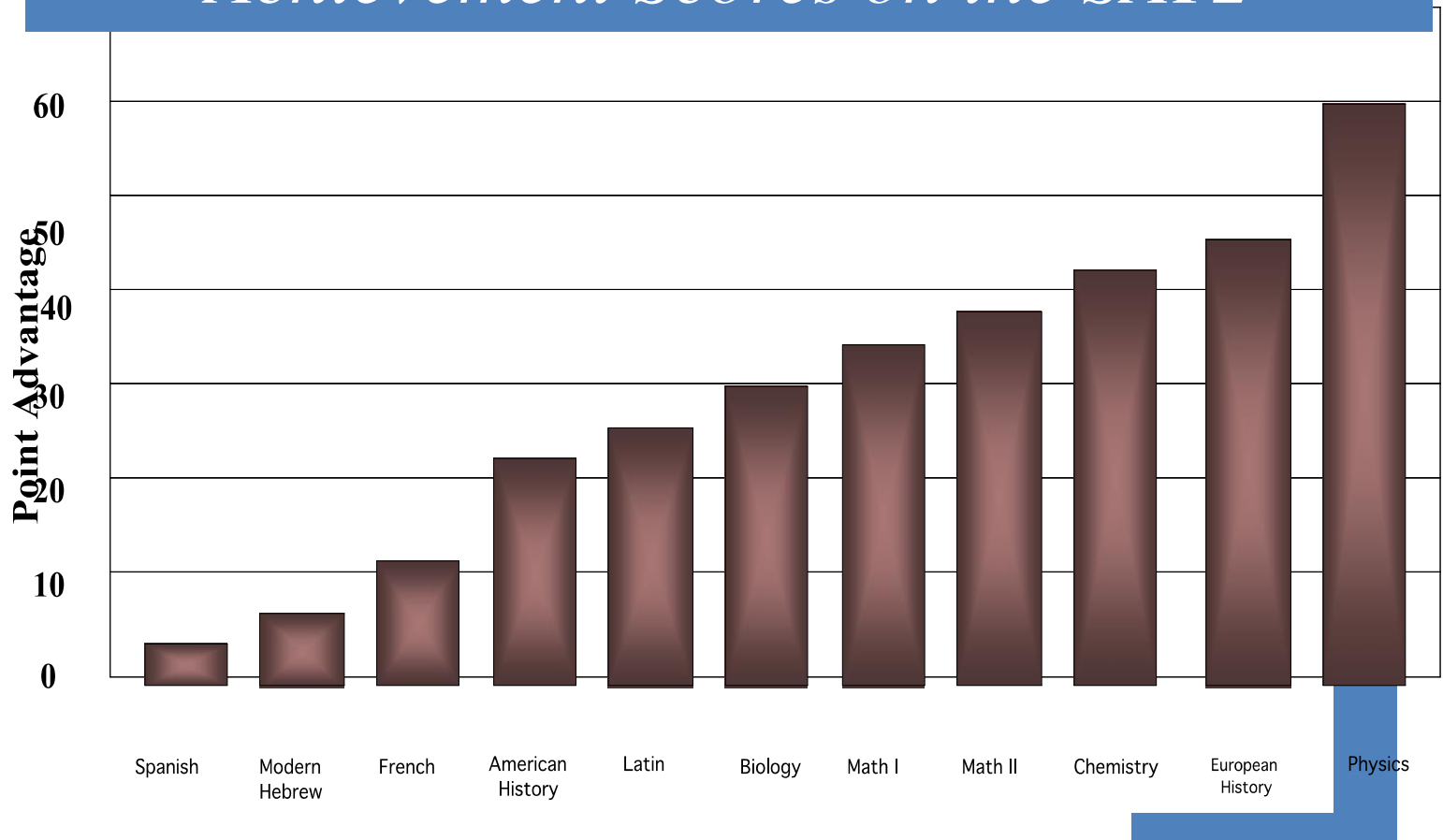
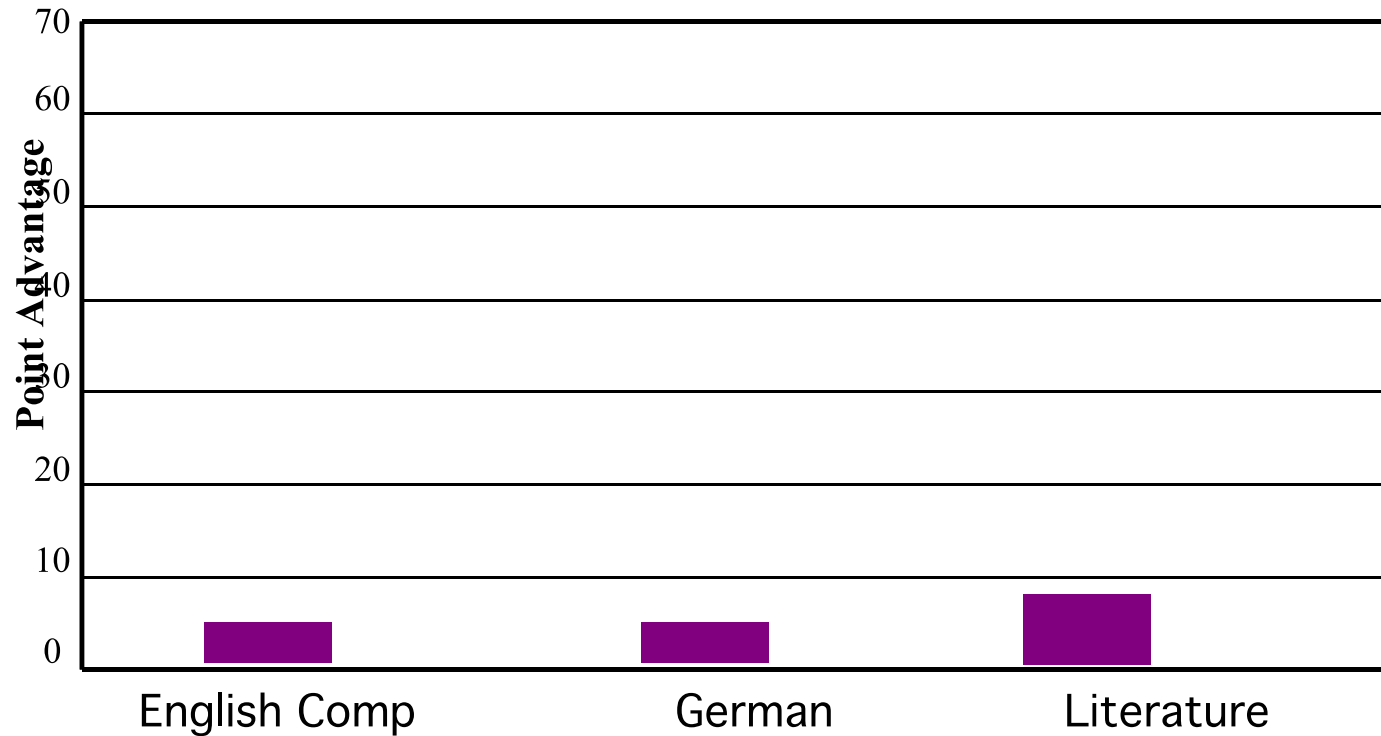


FIGURE 2b

Gender Gap: Female Point Advantage on Achievement Scores



All-male White House health bill photo sparks anger in the United States--Trumpcare





External Barriers Hurt Talented Girls and Women

Influencing

Creative development

Role model availability

The generation of a set of philosophical beliefs essential to the development of creative potential



Internal Barriers Facing Talented Females

- Am I Superwoman or Why can't I Do It All?
- Creation of a Feminine Identity Redefining Achievement
- The Development of Self-Efficacy and Resilience
- Multipotentiality



***I also identified:
Internal Barriers Facing Talented Women***

- Fear of Success, or What Might Accompany Success
- (Perhaps) Fear of Never Finding a Partner Who Celebrates or Understands Your Need for Success
- Hiding Abilities, Doubting Abilities, and Feelings of being Different
- Perfectionism
- The Imposter Syndrome



Hiding Abilities

“A woman, especially, if she has the misfortune of knowing anything, should conceal it as well as she can.”

Jane Austen,
Northanger Abbey



The Imposter Syndrome

Men and women have distinct attributional differences in how they respond to success and failure. Men are more likely to attribute success to personal factors (their ability, talent, effort) and failure to outside forces. Women tend to do the opposite: they attribute success to timing or luck, and failure to personal shortcomings.

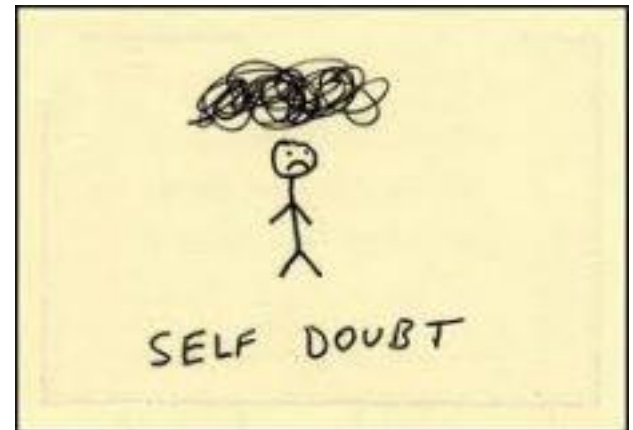
- I was lucky
- I was in the right place at the right time
- Deflecting compliments

Boys say "thank you"

Girls make excuses not to thank someone for a compliment.

Internal/Personal Issues Facing Talented Women

- Prince Charming Myth and Selection of Partners
- Different Messages from Home and School
- Self-Doubt, Self Criticism, and Comparisons



Self-Doubt, Self Criticism, and Comparisons

A Hewlett Packard internal report found that men apply for a job or promotion when they meet only 60% of the qualifications, but women apply only if they meet 100% of them. What doomed them was not their actual ability, but rather the decision not to try.



Carter AJ, Croft A, Lukas D, Sandstrom GM
(2018)

Women's visibility in academic seminars: Women ask fewer questions than men.

Women are 2.5 times less likely than men to ask questions in departmental academic seminars, based on a [new study](#) of 250 talks at 35 institutions in 10 countries. The study also considered survey responses from some 600 academics across fields in 20 countries.

From the survey responses of over 600 academics in 20 countries, we found that women reported asking fewer questions after seminars compared to men. **When asked why they did not ask questions when they wanted to, women, more than men, endorsed internal factors (e.g., not working up the nerve).**

Self-Esteem in Women

Analyzing data from over 985,000 men and women across 48 countries, from Norway to New Zealand, Kuwait to South Korea, asking them to rate the phrase: "I see myself as someone who has high self-esteem study"

Across the board – regardless of culture or country, men have higher self-esteem than women
The magnitude is the biggest in the most educated societies.

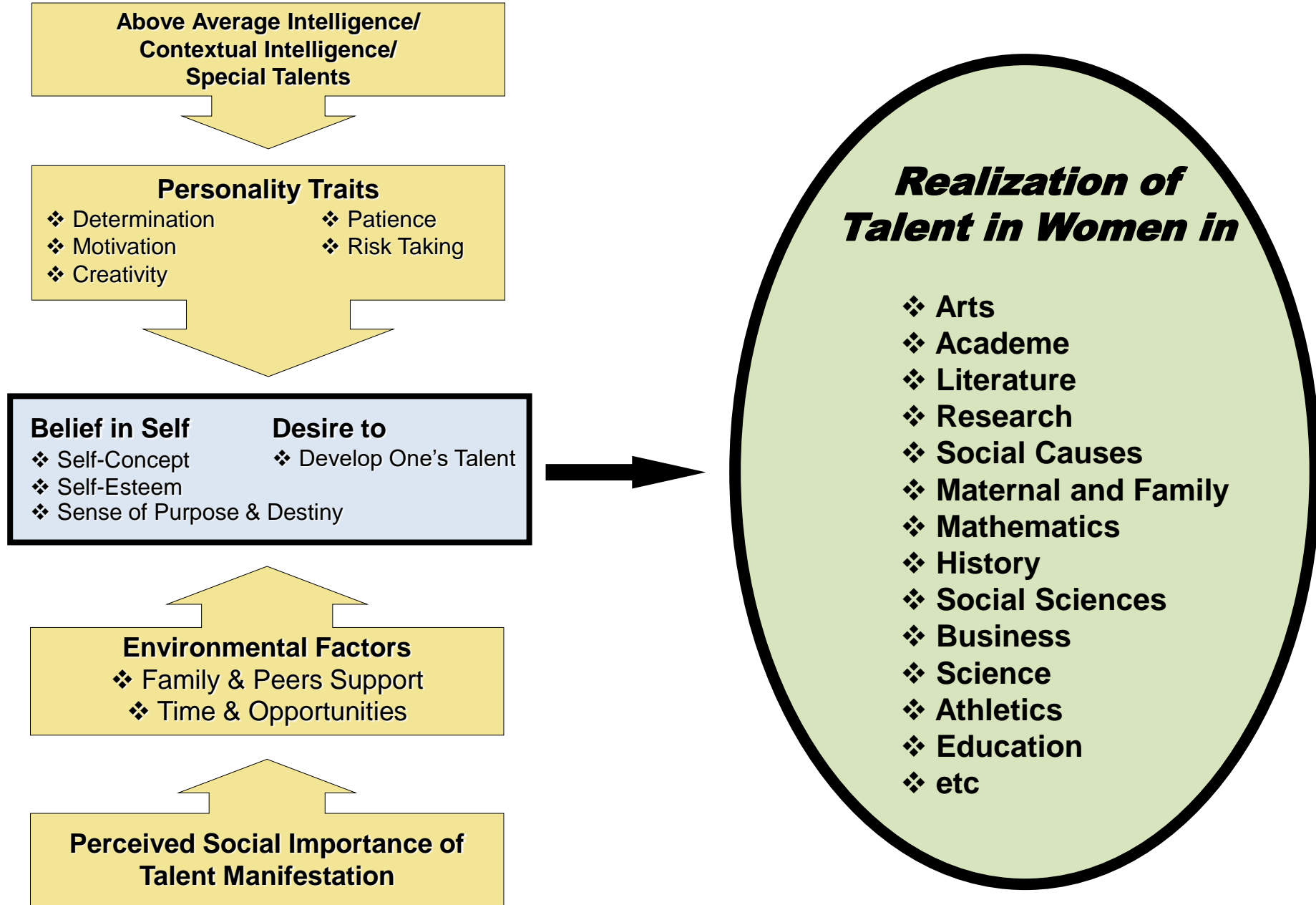
Wiebke Bleidorn, Ph.D.



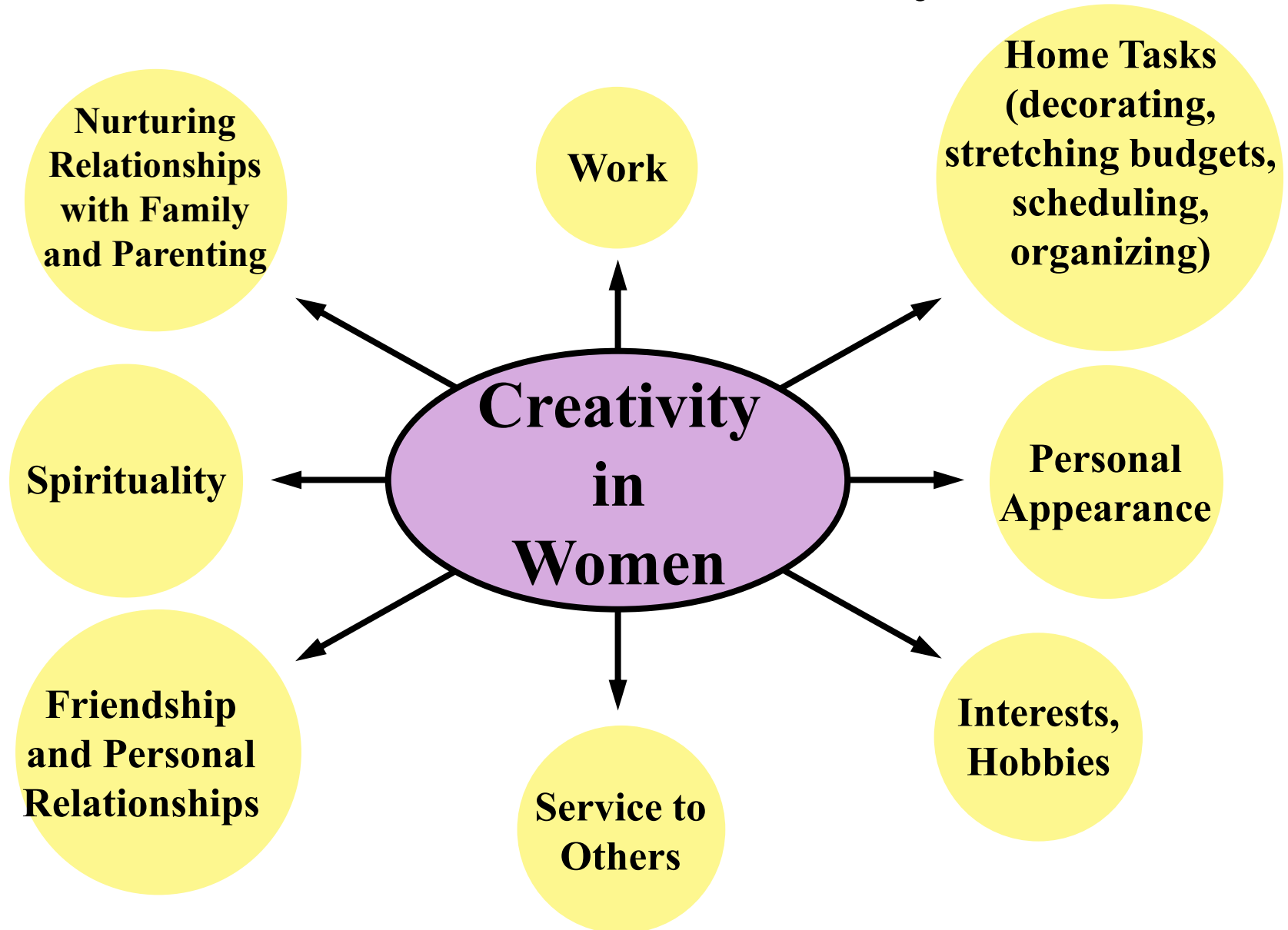
Theories by Reis

1. Talent Realization in Women
2. The Diversification of Creativity in Women

Talent Realization in Women: Reis' Study of Older Eminent Women



Diversification of Creativity in Women



Case Study of Lee
Growing up gifted and female

Elementary and secondary school

Smith College

Graduate School or Not?

Current work

Eminent Women Study: Dean of Science

- ✚ Outstanding researcher
- ✚ At the top of her field
- ✚ On the path to a Nobel Prize
- ✚ Made a series of choices
- ✚ Children and husband
- ✚ Time spent on developing an outreach program for high poverty students
- ✚ Pursued her hobbies (passionate gardener!)
- ✚ Happy and content life--satisfied with her choices
- ✚ But.....BIG C Creative??

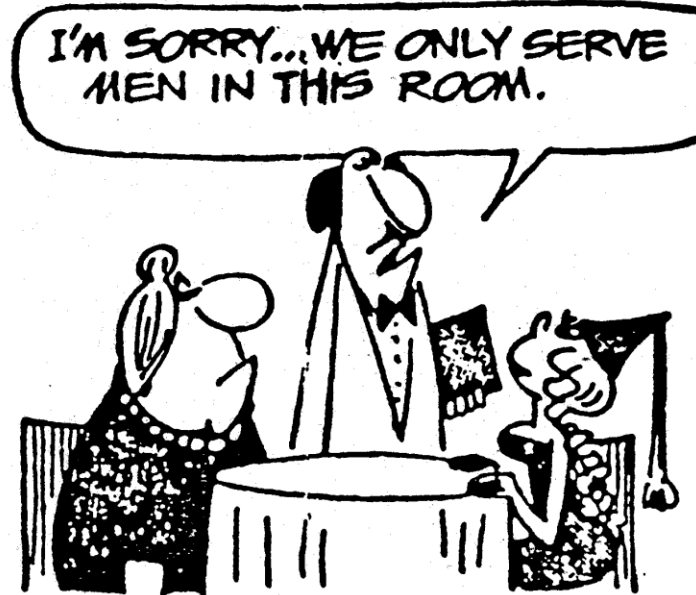


"And I'm sure no one will mind if we fold a few clothes while we talk."

Recommendations

Help change the internal beliefs that women hold of their own potentials—Societal changes

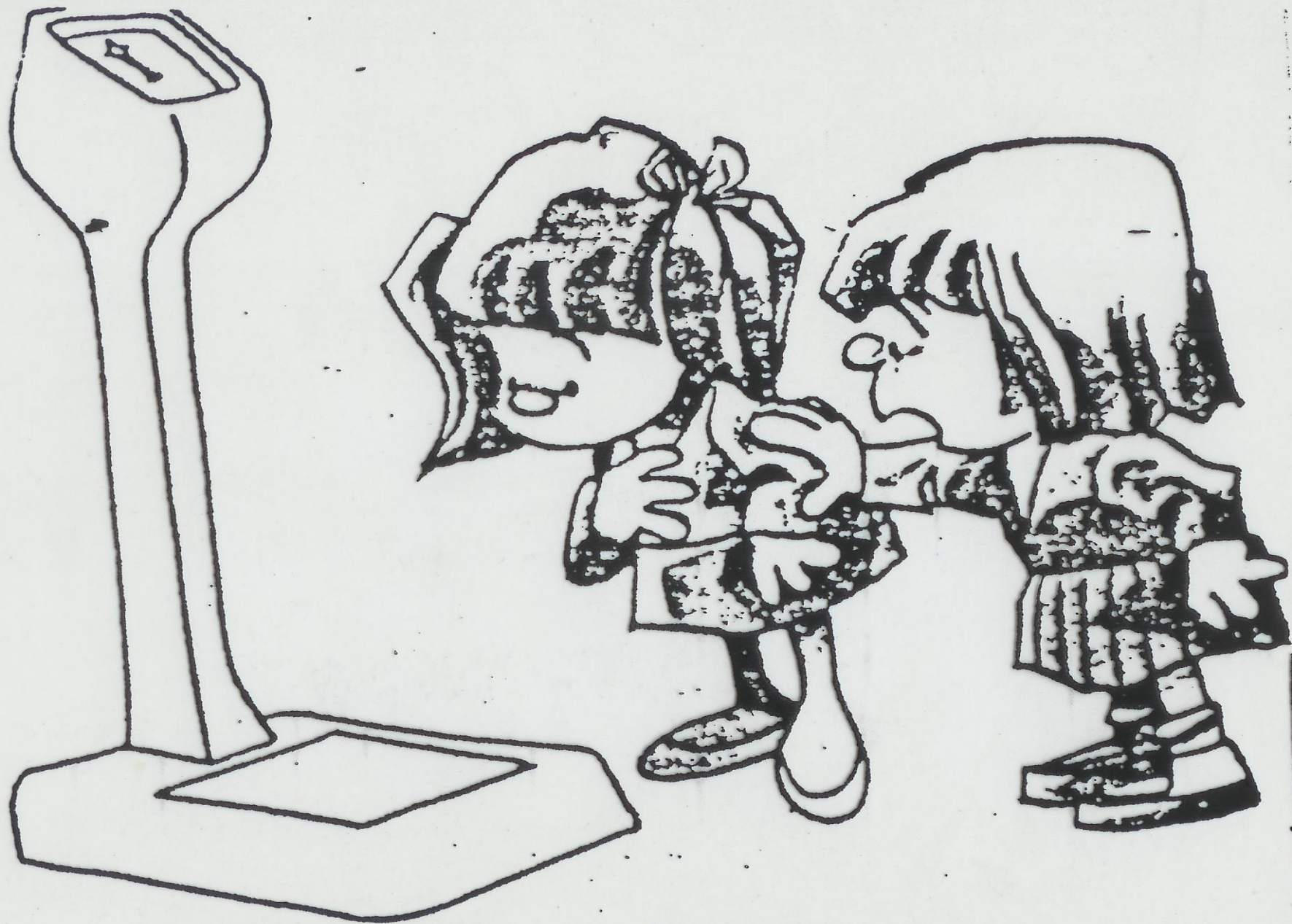
- Identify and help girls overcome internal and external barriers
- Help talented females identify their strengths and interests and re-examine the ways in which they define success
- Help girls FOCUS and have a written plan!



by Brent Parker and Johnny Lee



© 1995 Universal City Studios
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"Don't step on it... it makes you cry."

Plan for Talented Girls and Women

Before I begin my plan, I consider:

- What do I love to do and want to do again and in the future?
- What actions did I do that caused positive results?
- What did I not enjoy and don't want to repeat?

Vision:

Your vision is how you want to be remembered.

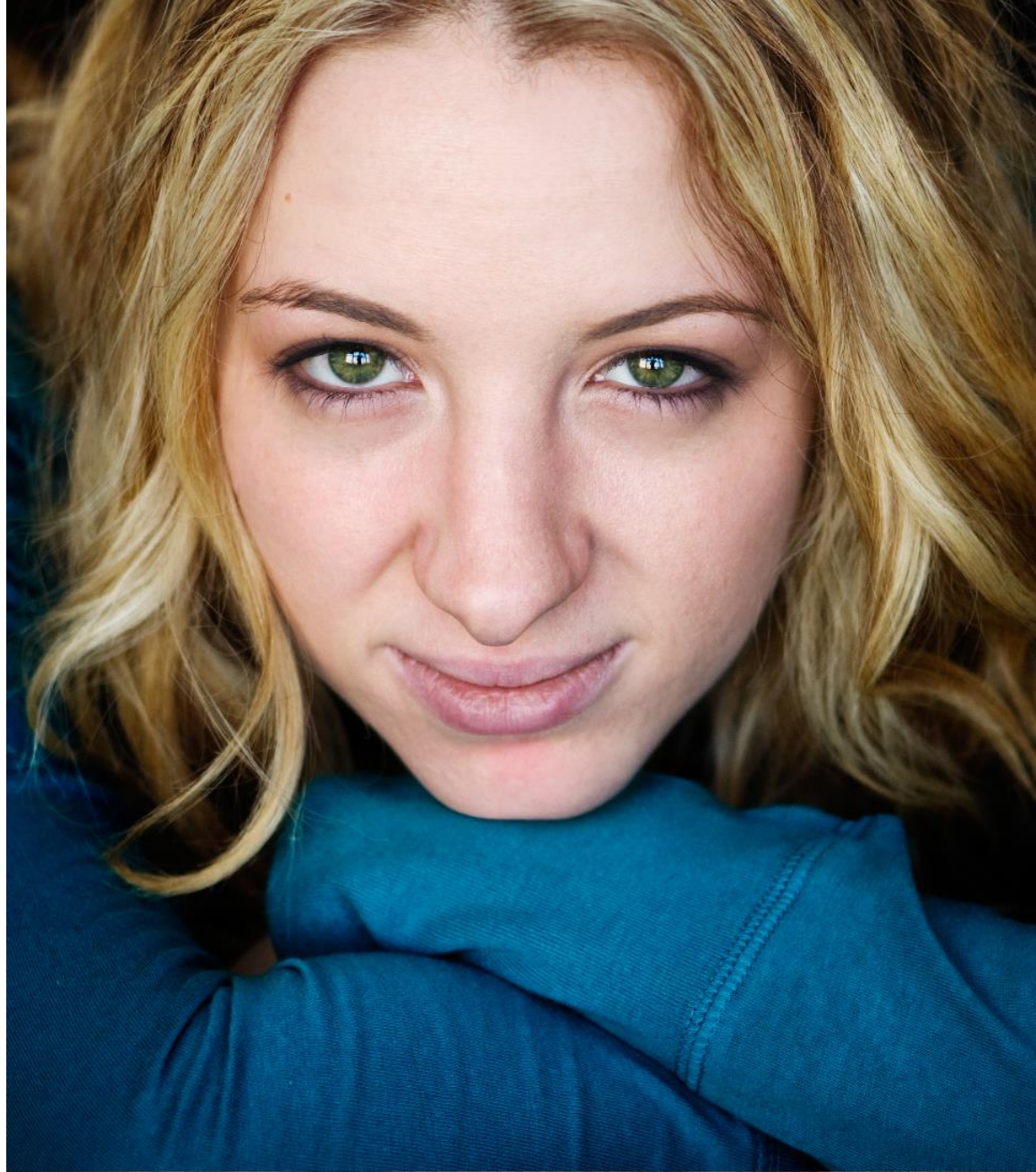
Values:

Goals:

Objectives:

Specific Plans for the year:







"And I'm sure no one will mind if we fold a few clothes while we talk."

Support Other Women and Girls

You can easily identify the strongest, most talented women—they are the ones supporting each other



BEHIND EVERY
SUCCESSFUL WOMAN
IS A TRIBE
OF OTHER
SUCCESSFUL WOMEN
WHO HAVE
HER BACK

Recommendations

HELP CHANGE THE INTERNAL IMAGES THAT BLOCK SUCCESS IN GIRLS AND WOMEN AND HELP THEM TO

- Overcome barriers and Identify their strengths and interests .
- Discuss the negative impact of continued emphasis on appearances –praise their intelligence and effort
 - **Help girls avoid early romantic relationships**
- Help girls and women FOCUS and have a plan for their future

Photo: Christopher Dilts

“There is no boy
at this age that
is cute enough
or interesting
enough to stop
you from getting
your education.”

A mighty GIRL

MICHELLE OBAMA



Tell your daughters and students

1. They are smart and talented.
2. Smart people embrace challenge.
3. The most talented people find work they love and work very hard.

“Mindset”

**For smart girls, praising only
Effort may be negative—praise
her intelligence, also.**



<https://womenshistorymonth.gov>

WOMEN'S
HISTORY
MONTH

- The National Archives celebrates Women's History Month, recognizing the great contributions that women have made to our nation. Schedule an event where every student assumes the role of a famous woman in history—tell HER STORY



Rachel Carson

Women's History--HERSTORY



2. RE-EDUCATE SOCIETY AND REDUCE EXTERNAL BARRIERS

- Curriculum Changes
- Television Changes, Media Changes
- Awareness Programs
 - Schedule forums and seminars for girls
 - Provide opportunities for peer support groups
 - Encourage girls to be actively involved in sports, academic competition, and extracurricular activities
 - Create women's support groups
 - Plan appropriate career counseling and planning
 - Provide role models and mentors
 - Make parents aware of barriers facing girls

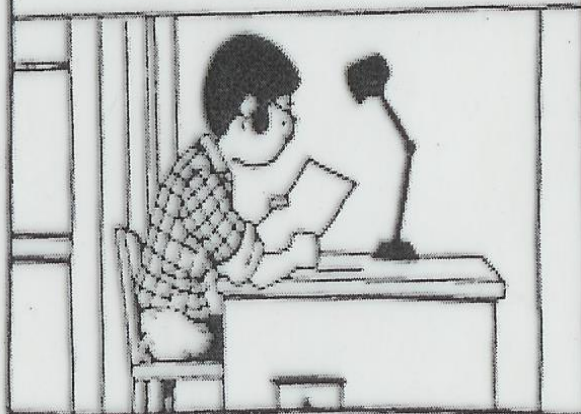
FUNKY WINKERBEAN

Tom Batiuk

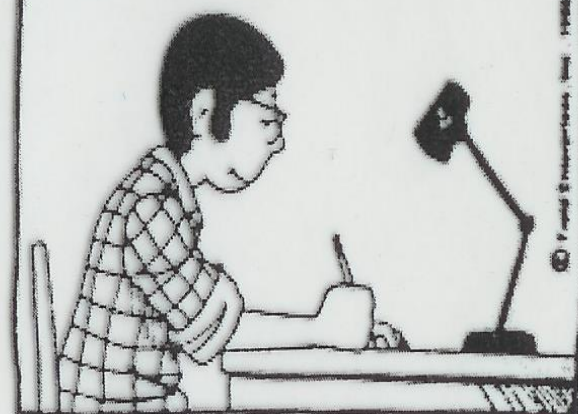
Jack and Jill went
up the hill to fetch
a pail of water!



Jack fell down
and broke his
crown,



And Jill assumed
the throne!





3. EXPAND THE OPTIONS AND CHOICES FOR GIFTED GIRLS AND WOMEN – ELIMINATE THE MISSED OPPORTUNITES

- Increase awareness of personal dilemmas and personality differences
- Conduct new research followed by action
- Employ successful strategies in content areas
- Develop individual written plans for success

RECOMMENDATIONS FOR SMART GIRLS

- ❖ Exposure to female role models and mentors who have successfully balanced career and family
- ❖ Develop independence and intellectual risk-taking
- ❖ Understand sex role stereotyping/cultural biases/gender prejudices
- ❖ Develop positive self perceptions
- ❖ Participate in career counseling at an early age and exposure to a wide variety of options
- ❖ Pursue leadership roles and take safe risks
- ❖ Learn from mistakes and try again
- ❖ Study the lives of eminent women
- ❖ Avoid early serious romantic relationships

RECOMMENDATIONS

ESPECIALLY FOR COUNSELORS:

- ✦ Provide individualized, goals-oriented career counseling
- ✦ Encourage advance placement courses
- ✦ Sponsor conferences, workshops, symposia for and about gifted women
- ✦ Provide bibliotherapy and critical readings in a wide variety of excellent resources
- ✦ Establish support groups providing a network of same-sex peers

RECOMMENDATIONS

ESPECIALLY FOR TEACHERS:

- Provide equal treatment
- Math/science classes taught by females
- Reduce sexism in classroom
- Help gifted females appreciate healthy competition
- Group gifted females homogeneously in math/science
- Use practical problems in assignments
- Expose to other gifted females through direct experiences-field trips, guest speakers, seminars
- Provide educational interventions compatible with cognitive development and styles of learning
- Establish equity in classroom interactions

Li & Lois / By MORT WALKER and DIK BROWNE



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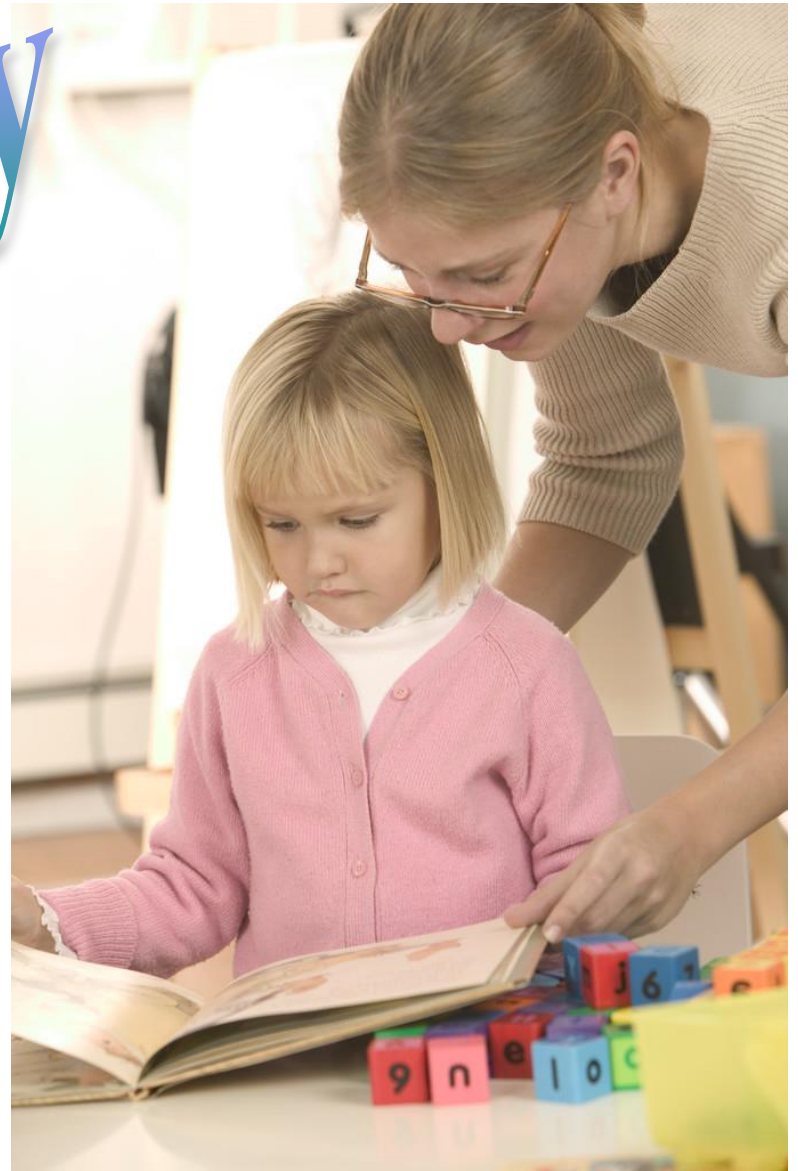
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Bibliotherapy

helps smart girls and women to:

- Understand obstacles and learn how others handled challenges
- Validate feelings and fears
- Identify commonalities
- Learn coping skills
- Identify solutions
- Feel support and a sense of other female pioneers and role models





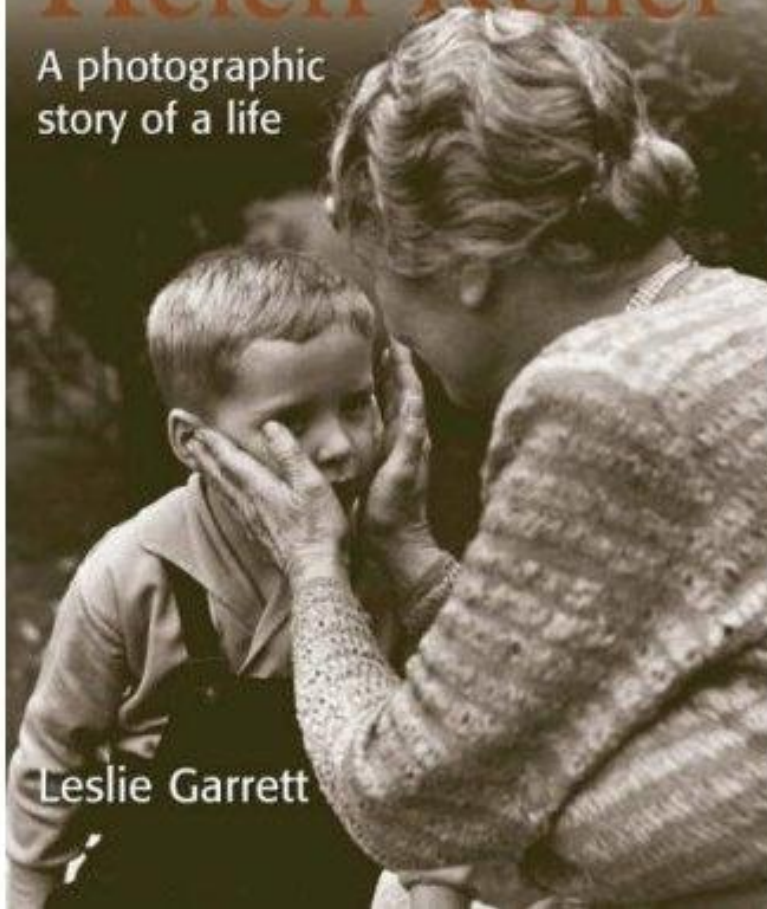
4. 4. 2003



Biography

Helen Keller

A photographic
story of a life



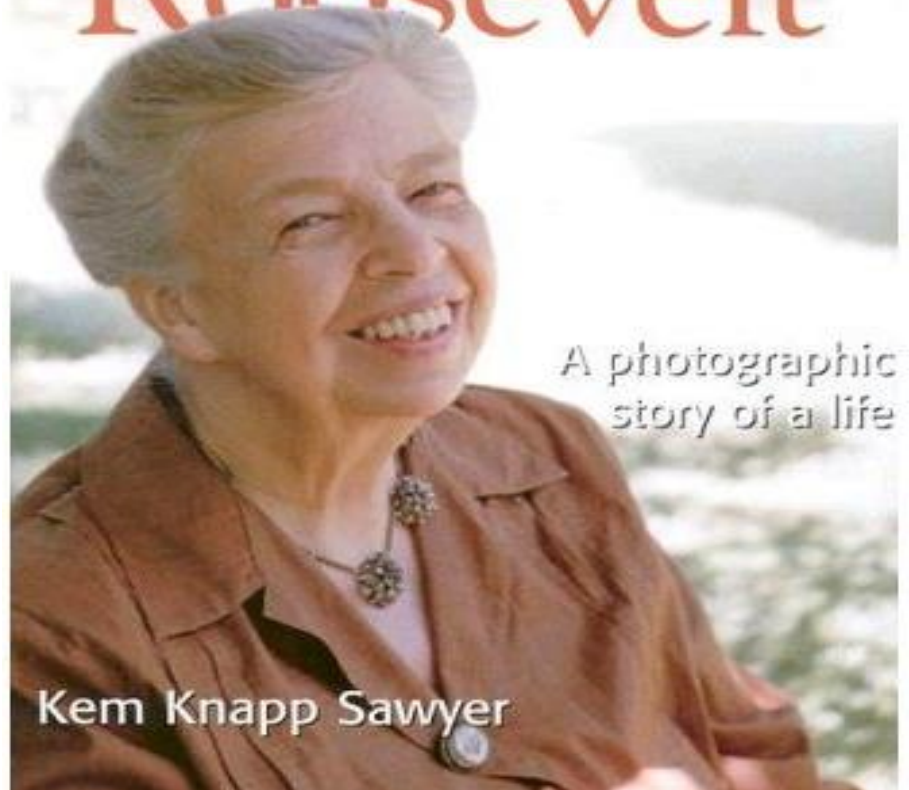
Leslie Garrett



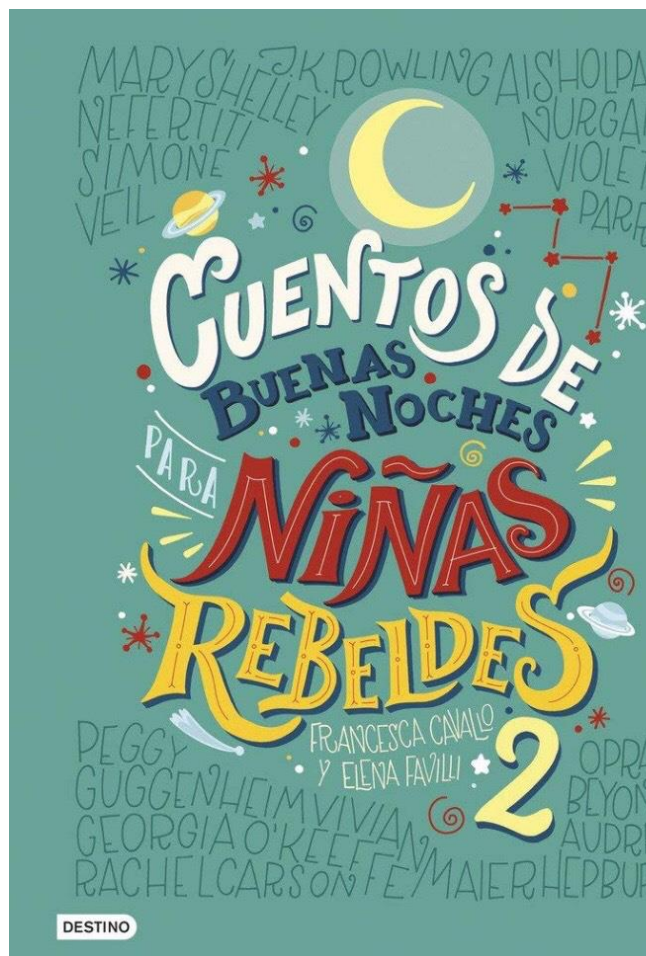
Biography

Eleanor Roosevelt

A photographic
story of a life



Kem Knapp Sawyer



IRENE CÍVICO y SERGIO PARRA

ILUSTRADO POR N

Las CHICAS son de CIENCIAS

25 CIENTÍFICAS
QUE CAMBIARON
EL MUNDO



IRENE CÍVICO y SERGIO PARRA

ILUSTRADO POR NÚRIA APARICIO



Las CHICAS *son* GUERRERAS

25 REBELDES
QUE CAMBIARON
EL MUNDO



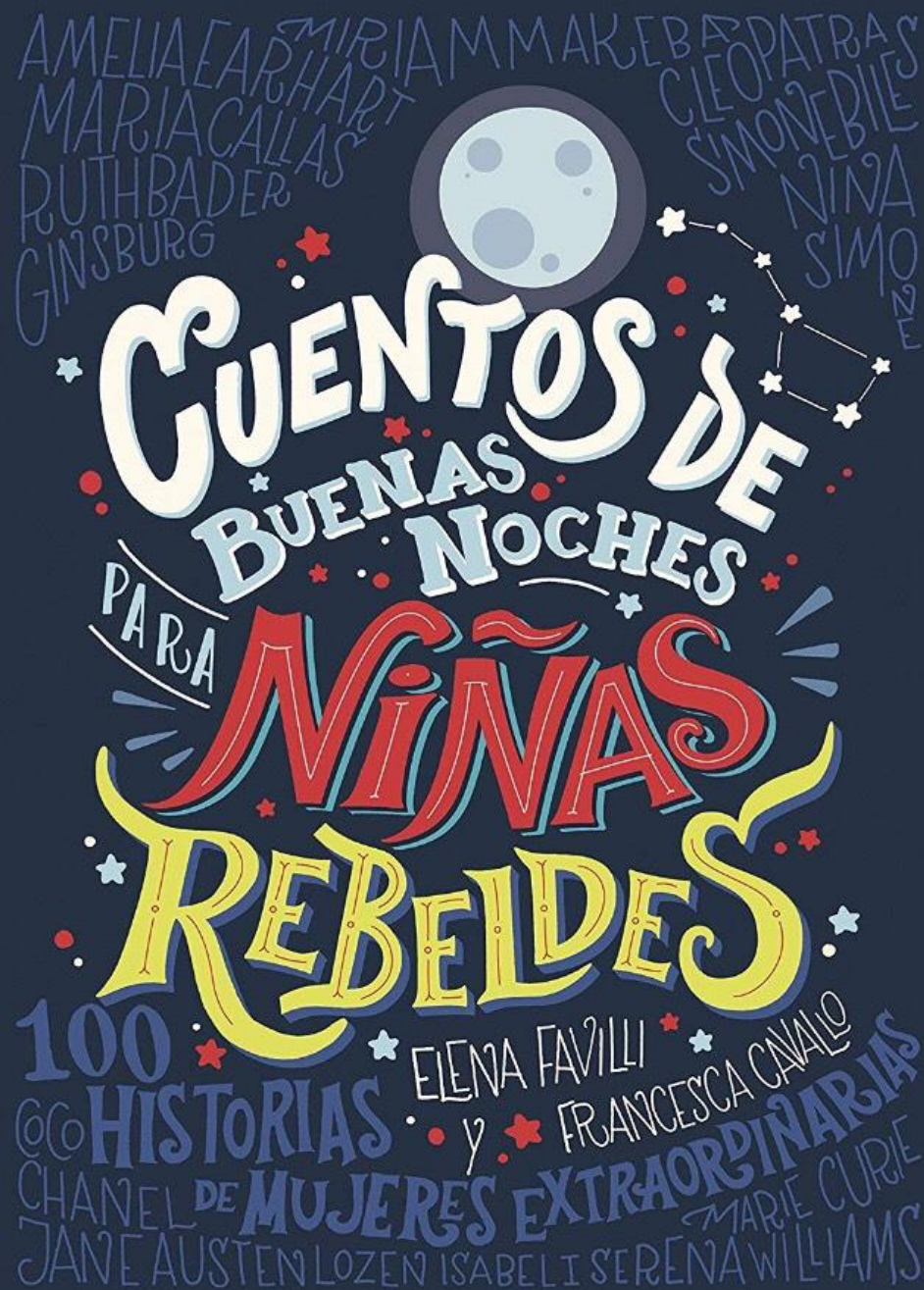
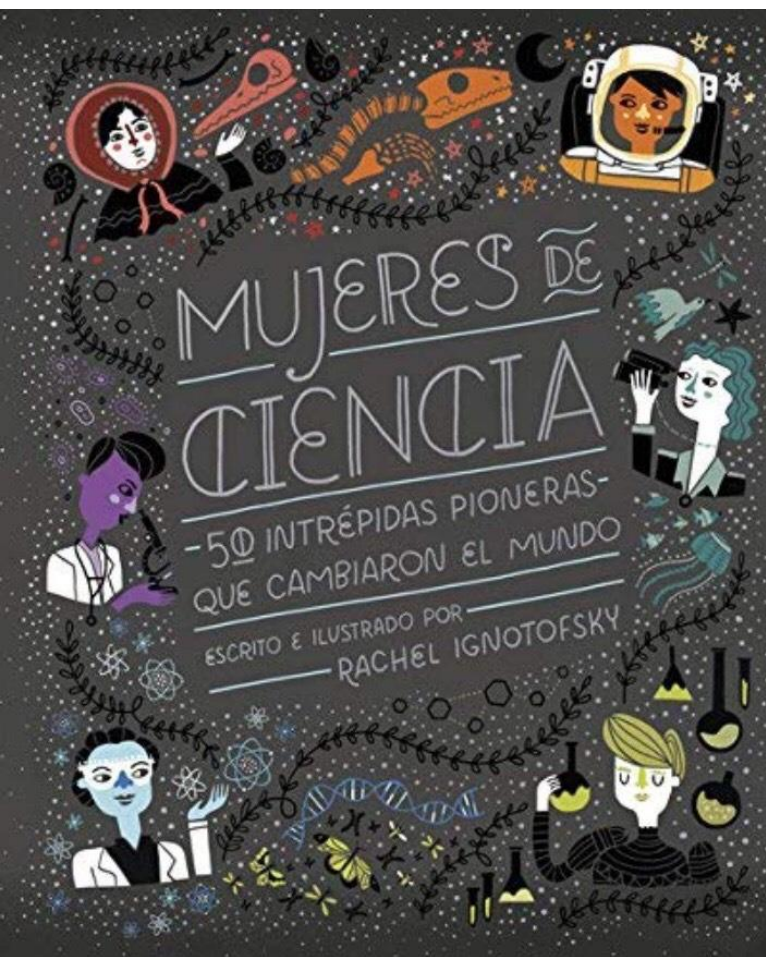
Mujeres

Isabel Ruiz Ruiz



Mujeres2

Isabel Ruiz Ruiz





The Paper Bag Princess

STORY • ROBERT N. MUNSCH

ART • MICHAEL MARTCHENKO

The Paper Bag Princess

Story

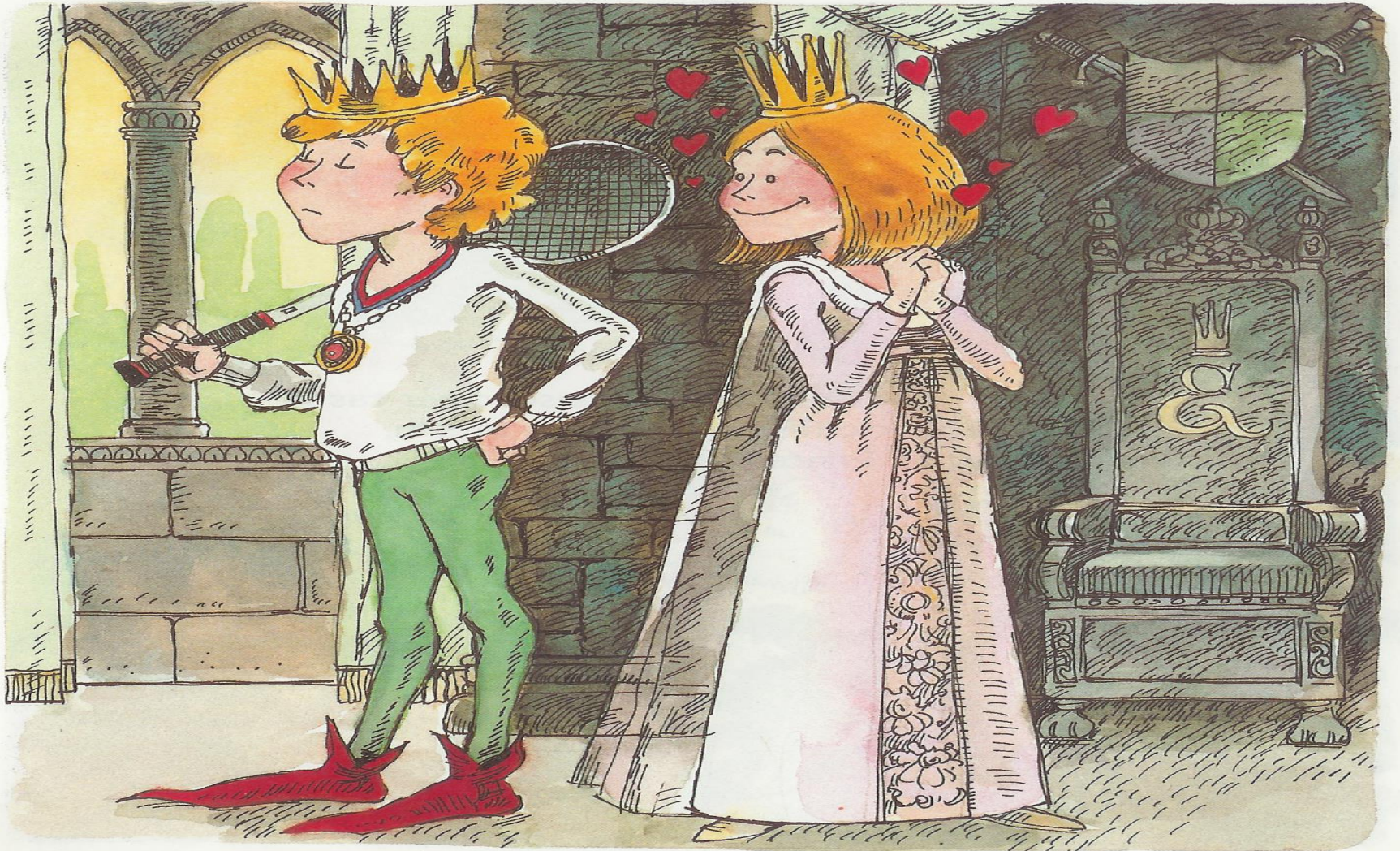
Robert N. Munsch

Illustrations

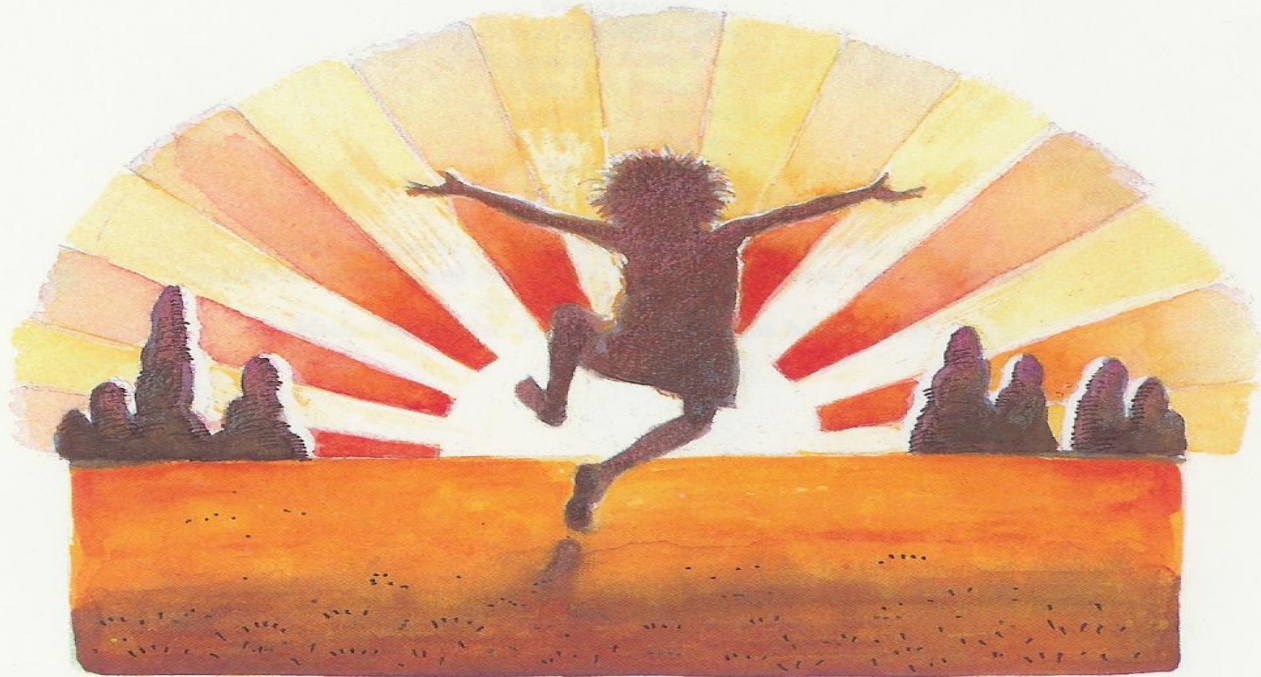
Michael Martchenko

ANNICK PRESS LTD., TORONTO, CANADA M2M 1H9

Elizabeth Was a Beautiful Princess. She lived in a castle and had expensive princess clothes. She was going to marry a prince named Ronald.



“Ronald”, said Elizabeth, “your clothes are really pretty and your hair is very neat. You look like a real prince, but you are a bum.”



They didn't get married after all.

Support one another's talents, as well
as your students and daughters

