



# The Glass Ceiling: Are We There Yet?

**Helen Danesh-Meyer CNZM, MBChB, MD, PhD, FRANZCO**  
**Sir William and Lady Stevenson Professor of Ophthalmology**

# “The Glass Ceiling”

## 1978 by Mary Loden

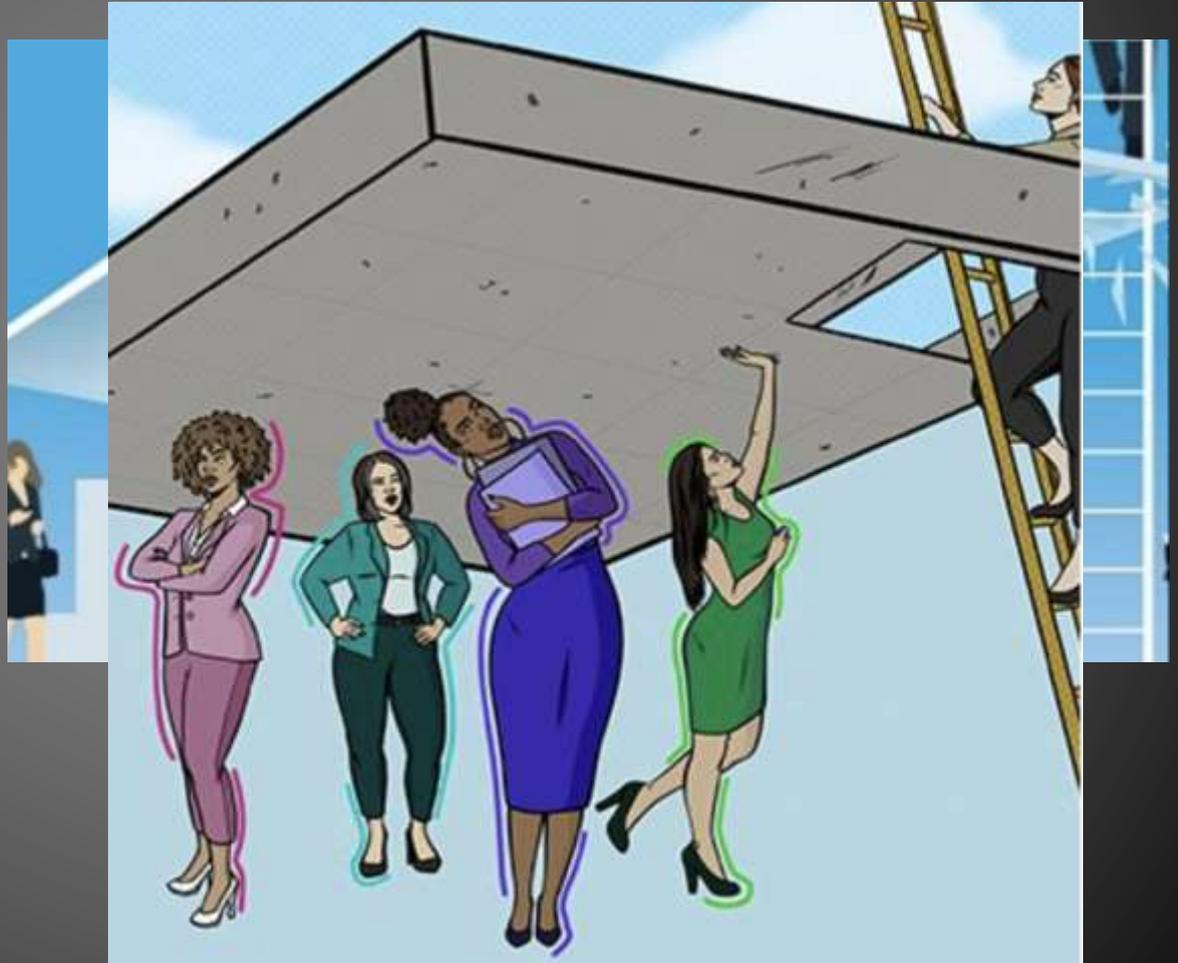
### Panel Discussion:

- deficiencies in women's socialisation
- self-deprecating talk



# The *Glass Ceiling*

- Invisible
- Unaware it is there until we are right up against it



# Is it a *Ceiling*? Or Is it a *Cliff*?

- Prof Michelle Ryan and Alexander Haslam, University of Exeter, FTSE 100
- women are promoted to more precarious leadership roles than men
  - Don't want to risk the loss of who they believe to be their most valuable, high-potential talent, (white men).
  - It also makes the company look good. If the woman fails, the company is labeled as being progressive and is free to replace her with a man
  - Yahoo, Theresa May,



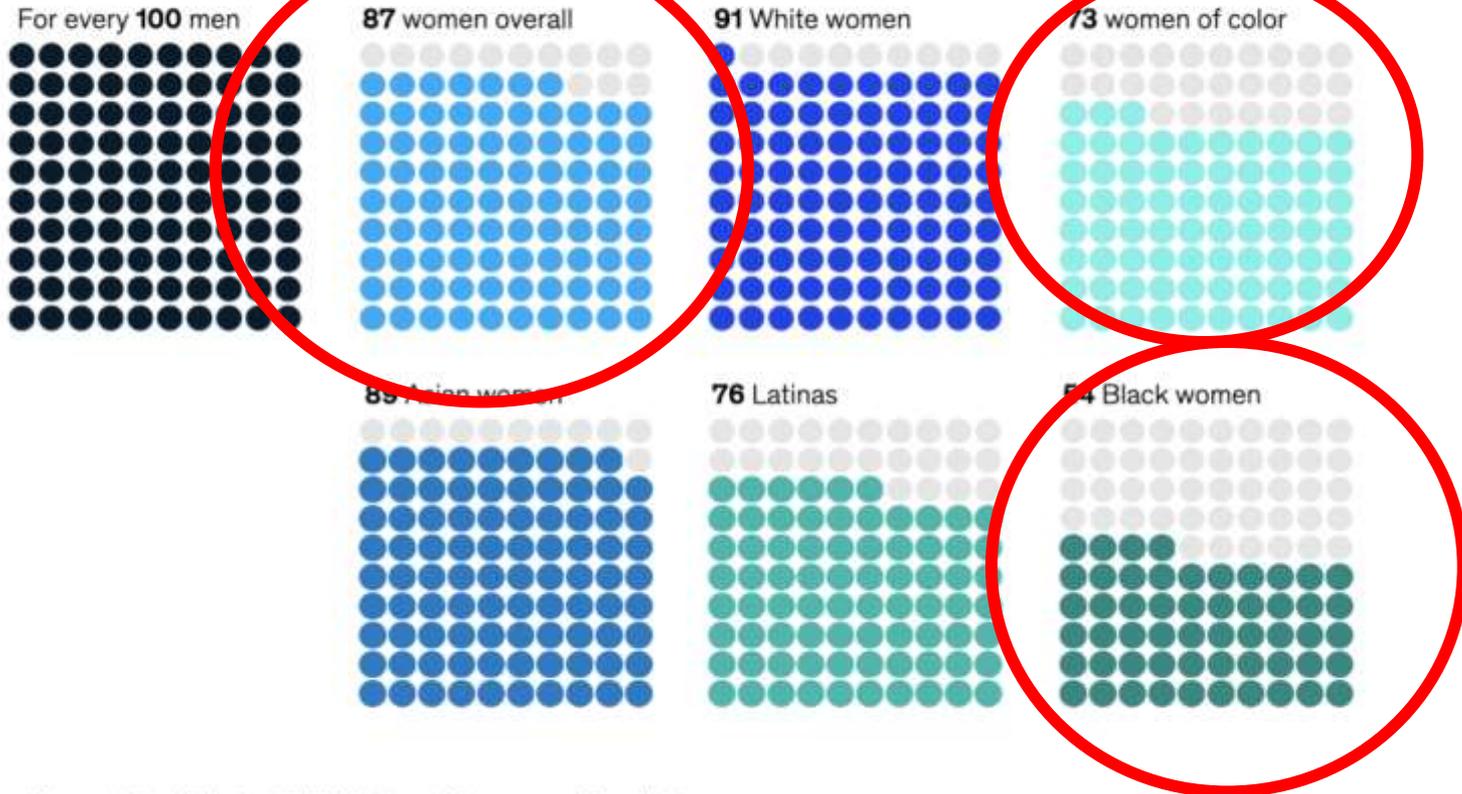
# The Broken Rung

McKinsey & Co  
Women in the Workplace



# All women lose ground at the first step up to manager, but the broken rung holds back Black women and Latinas the most.

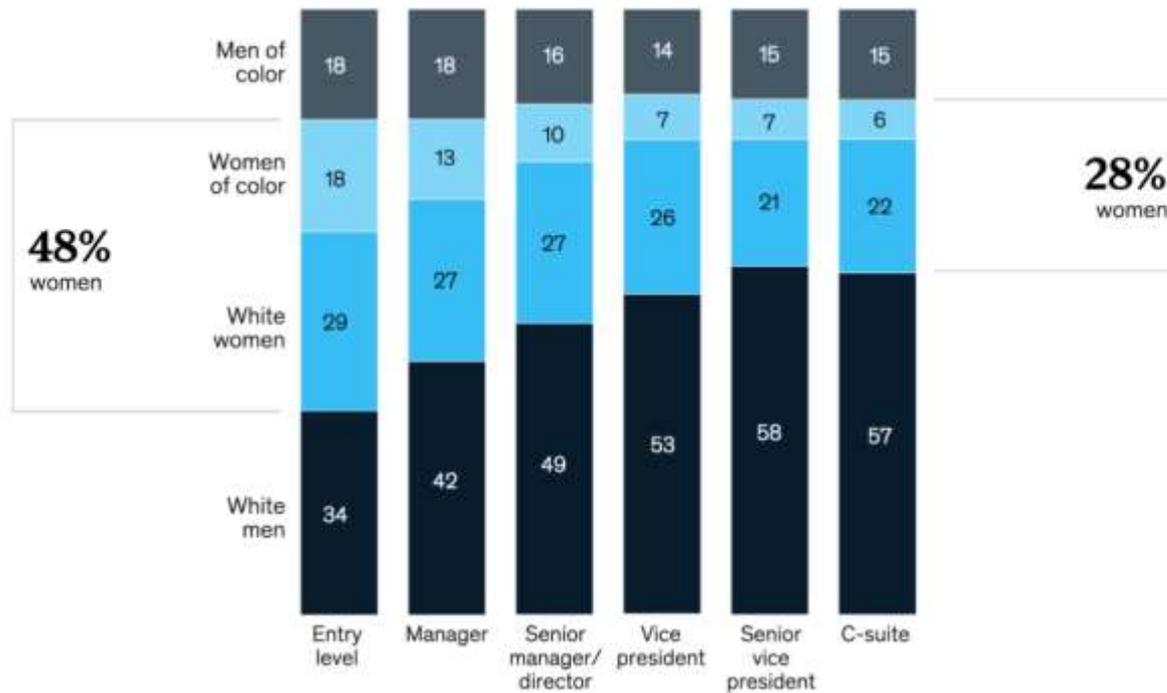
Women promoted to manager for every 100 men promoted to manager, by ethnicity, number



Source: *Women in the Workplace 2023*, McKinsey & Company and LeanIn.Org

## Women's representation saw modest gains throughout the corporate pipeline, but women of color remain underrepresented.

Representation in corporate role, by gender and race, 2023, % of employees (n = 276)



# The Sticky Floor

“Discriminatory employment patterns that serve as barriers to career advancement

McKinsey Report: Microaggressions

“ everyday discrimination that is often rooted in bias”

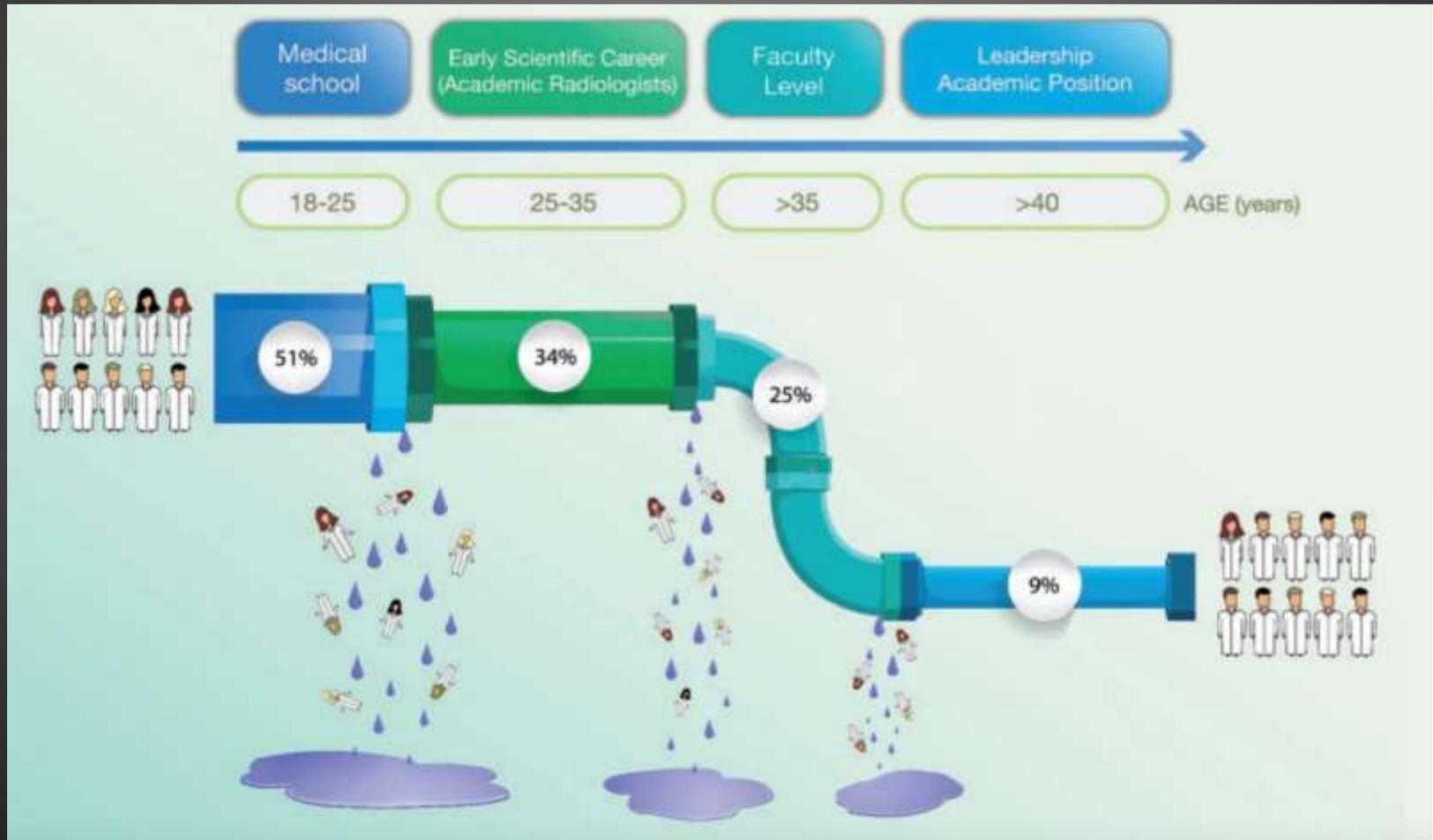


# “Microaggressions result in the workplace being a mental mind field”

McKinsey Report ,2023

- ❖ 1.5X others take credit for work/ideas
- ❖ 1.5X judgement is questioned
- ❖ Mistaken for someone in a more junior role
- ❖ Comments on appearance
- ❖ Comments on emotional state
- Less likely to feel psychologically safe – harder to take risks or propose new ideas
- ‘self-shield’ to protect themselves
- ‘Code-switch’ –tone down what they say or do to avoid negative reaction
- 4X more likely to burn-out

# The Leaky Pipeline



Glass Ceiling

Glass Cliff

Broken Rung

Sticky Floor

Where are we at?



## rangirua

1. **(verb)** to be in doubt, uncertain, ambivalent, confused, having two aspects, ambiguous, irregular, sceptical, holding doubts, out of unison.

# Mentors





# The Evidence: Gender Equality





Graduated 1965  
Isfahan, Iran Medical School



# University of Otago, 1891

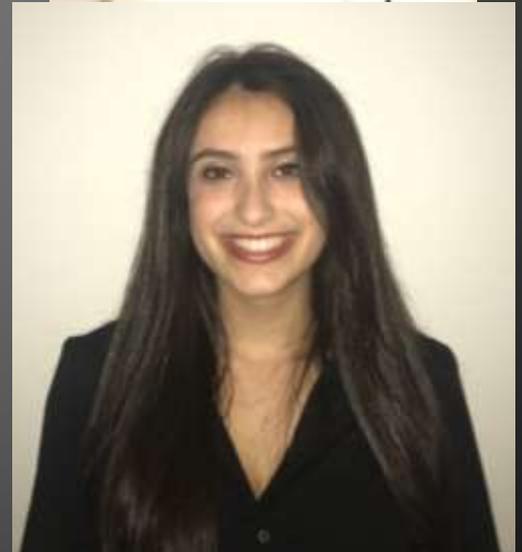
*“morbid craving”*

*“epidemic of insanity”*

*“detrimental to the vitality of the  
[human] race”*



Emily Siedelberg, graduated 1896



*Are we there yet?*

# New York Philharmonic Orchestra, 1970



# Orchestrating Impartiality: The Impact of "Blind" Auditions on Female Musicians

Claudia Goldin

Cecilia Rouse

AMERICAN ECONOMIC REVIEW  
VOL. 90, NO. 4, SEPTEMBER 2000  
(pp. 715-741)



# Justice, Interrupted: The Effect of Gender, Ideology and Seniority at Supreme Court Oral Arguments

*103 Virginia Law Review 1379 (2017)*

*Northwestern Law & Econ Research Paper No. 17-03*

108 Pages • Posted: 16 Mar 2017 • Last revised: 26 Dec 2017

## Judicial interactions at oral argument



That means that, from 2011 onward, effectively the women are being interrupted at approximately two times the rate of the men. Sotomayor

[HOME](#) > [NEWS](#) > [LEGAL NEWS](#) > [FEMALE AUSTRALIAN HIGH COURT JUDGES INTERRUPTED MORE THAN MALE PEERS](#)

## Female Australian High Court judges interrupted more than male peers

“women did not exert authority”



# authority

/ɔːˈθɒrɪti/

1. the power or right to give orders, make decisions, and enforce obedience.

"he had absolute **authority over** his subordinates"

"he had absolute **authority over** his subordinates"

power jurisdiction command control master charge

3. the power to influence others, especially because of one's commanding manner or one's recognized knowledge about something.

"he has the natural **authority of** one who is used to being obeyed"

- official permission; sanction.

"the money was spent without parliamentary **authority**"

permission authorization constitution consent theme restriction

- a person with **extensive or specialized knowledge** about a subject; an expert.

"he was an **authority on** the stock market"

Similar: officials officialdom the people in charge the government

3. the power to influence others, especially because of one's commanding manner or one's recognized knowledge about something.

"he has the natural **authority of** one who is used to being obeyed"

- the **confidence resulting from personal expertise.**

"he hit the ball with **authority**"

he hit the ball with authority

- a person with **extensive or specialized knowledge** about a subject; an expert.

"he was an **authority on** the stock market"

Similar: expert specialist professional pundit oracle past master

# Authority

Google authority people

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Where Does Your Authority Come From ...  
iampross.com

18 Different Types of Authority  
virell.com

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smallbizbooks.com

395,000 Authority Photos and Premium ...  
smallbizbooks.com

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Māori

English

He rangatira ia



He is a leader

Māori

English

Kei te poipoi ia



She is nurturing

Māori

English

He tino  
whakatau ia



He was very  
determined

Māori

English

He mohio ia



He is smart

Māori

English

He taote ia



He is a doctor

Māori

English

He nēhi ia



She is a nurse

# Science faculty's subtle gender biases favor male students

Corinne A. Moss-Racusin<sup>a,b</sup>, John F. Dovidio<sup>b</sup>, Victoria L. Brescoll<sup>c</sup>, Mark J. Graham<sup>a,d</sup>, and Jo Handelsman<sup>a,1</sup>

<sup>a</sup>Department of Molecular, Cellular and Developmental Biology, <sup>b</sup>Department of Psychology, <sup>c</sup>School of Management, and <sup>d</sup>Department of Psychiatry, Yale University, New Haven, CT 06520

Edited\* by Shirley Tilghman, Princeton University, Princeton, NJ, and approved August 21, 2012 (received for review July 2, 2012)



E.A. Bushnell cartoon from the New York Times, October 1920

## Yale Study

Fictional resume to 100 faculty members  
At top universities

50 fictional students were named John and 50 Jennifer

Faculty members ranked John as more competent

More likely to offer mentorship to John

Recommended higher salary to John than  
To Jennifer

## Original Article

### Differences in practice and personal profiles between male and female ophthalmologists

Helen V Danesh-Meyer FRANZCO,<sup>1</sup> Narme C Deva MBChB,<sup>1</sup> Judy YF Ku MBChB,<sup>1</sup> Stuart C Carroll MBChB,<sup>1</sup> Yu Wee Tan BHB<sup>1</sup> and Greg Gamble MSc<sup>2</sup>  
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#### ORIGINAL ARTICLE

Clinical & Experimental Ophthalmology  WILEY

### Gender differences in Australasian ophthalmologists' experiences of the workplace

Neeranjali S. Jain BMed MD<sup>1</sup>  | Hannah M. Kersten PhD<sup>2</sup> |  
Stephanie L. Watson PhD FRANZCO<sup>1,3</sup> | Helen V. Danesh-Meyer PhD FRANZCO<sup>4</sup>

Received: 8 May 2020 | Revised: 2 October 2020 | Accepted: 31 October 2020  
DOI: 10.1111/ceo.13886

#### ORIGINAL ARTICLE

Clinical & Experimental Ophthalmology  WILEY

### Bullying, harassment and sexual discrimination among ophthalmologists in Australia and New Zealand

Juliette A. Meyer<sup>1</sup> | Robyn Troutbeck FRANZCO<sup>2</sup> |  
Genevieve F. Oliver FRANZCO<sup>3</sup> | Lynn K. Gordon MD PhD<sup>4</sup> |  
Helen V. Danesh-Meyer PhD FRANZCO<sup>1</sup> 

### Bullying and harassment in ophthalmology: a trainee survey

Neeranjali S Jain, Hannah K Gill, Hannah M Kersten,  
Stephanie L Watson, Helen V Danesh-Meyer

### An Eye on Gender Equality: A Review of the Evolving Role and Representation of Women in Ophthalmology



HANNAH K. GILL, RACHAEL L. NIEDERER, ERIN M. SHRIVER, LYNN K. GORDON, ANNE L. COLEMAN, AND HELEN V. DANESH-MEYER

• PURPOSE: In recent decades, women have achieved greater representation in ophthalmology. Globally, thalmol 2022;236: 232–240. © 2021 Elsevier Inc. All rights reserved.)

# NZ Medical Workforce 2020

Women comprise more than 50% of medical students

Figure 4: Distribution of active doctors by age and gender

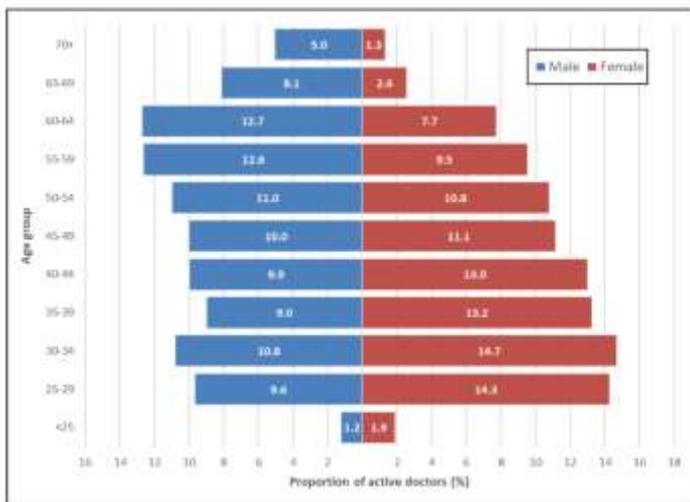
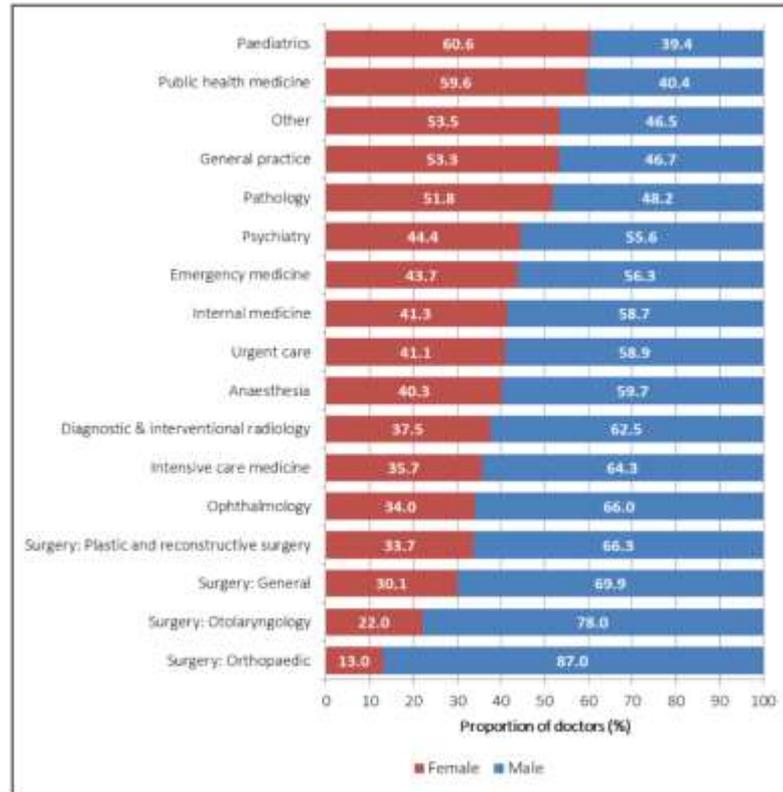


Figure 7: Proportion of doctors by work type and gender



# Ophthalmology Training: Surgery

Received: 19 April 2021 | Revised: 27 June 2021 | Accepted: 1 July 2021

DOI: 10.1111/ceo.13908

ORIGINAL ARTICLE

Clinical & Experimental Ophthalmology WILEY

## Gender differences in surgical case volume among ophthalmology trainees

Hannah K. Gill MBChB, PGDipOphthBS | Rachael L. Niederer PhD, FRANZCO |  
Helen V. Danesh-Meyer PhD, FRANZCO

Women trainees: 21% Less Total Surgical Cases

Women Trainees: 41% Fewer Complete Cataract Cases

TABLE 2 Surgical cases (median) at 18 months and 4 years—comparison by gender

	Male	Female	<i>p</i> value
Total surgical cases at 18 months	340 (IQR 241.5–470)	313 (IQR 209–452.5)	0.500
Total surgical cases at 4 years	843.5 (IQR 490.5–1158.5)	665.5 (IQR 418.5–932.5)	0.036
Completed cataract cases at 18 months	111.5 (IQR 71–151)	87.5 (IQR 35–146.5)	0.022
Partial completed cataract cases at 18 months	68.5 (IQR 30–108)	87.5 (IQR 35–146.5)	0.858
Completed cataract cases at 4 years	369 (IQR 151–567)	216 (IQR 96–398)	<0.001
Partial completed cataract at 4 years	95 (IQR 41.5–148.5)	78 (IQR 38.5–161)	0.847

# International Trend

JAMA Ophthalmology | Original Investigation

## Gender Differences in Case Volume Among Ophthalmology Residents

Dan Gong, MD; Bryan J. Winn, MD; Casey J. Beal, MD; Preston H. Blomquist, MD; Royce W. Chen, MD; Susan M. Culican, MD, PhD; Lora R. Dagi Glass, MD; Gary F. Domeracki, MD; Jeffrey M. Goshe, MD; Jeremy K. Jones, MD; Albert S. Khouri, MD; Gary L. Legault, MD; Timothy J. Martin, MD; Kelly T. Mitchell, MD; Ayman Naseri, MD; Thomas A. Oetting, MD; Joshua H. Olson, MD; Jeff H. Pettey, MD; Maria A. Reinós, MD; Andrew L. Reynolds, MD; R. Michael Siatkowski, MD; Jeffrey R. SooHoo, MD; Grace Sun, MD; Misha F. Syed, MD; Jeremiah P. Tao, MD; Parisa Taravati, MD; Darrell WuDunn, MD, PhD; Lama A. Al-Aswad, MD, MPH

12-25% less surgical exposure

Eye (2005) 19, 1264–1270

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[www.nature.com/eye](http://www.nature.com/eye)

The first cut is the deepest: basic surgical training in ophthalmology

A Gibson<sup>1</sup>, MG Boulton<sup>1</sup>, MP Watson<sup>2</sup>, MJ Moseley<sup>3</sup>, Pi Murray<sup>4</sup> and AR Fielder<sup>4</sup>

## Societal Norms for Female Behaviour

TRANSACTIONS OF THE AMERICAN CLINICAL AND CLIMATOLOGICAL ASSOCIATION, VOL. 126, 2015

### WHY IS JOHN MORE LIKELY TO BECOME DEPARTMENT CHAIR THAN JENNIFER?

MOLLY CARNES, MD, MS, and (*by invitation*) CHRISTIE M. BARTELS, MD, MS, CAROL ISAAC, PHD, ANNA KAATZ, MPH, PHD, and CHRISTINE KOLEHMAINEN, MD, MS

1. Female Medical Students are Socialized to Recognise they are more accepted if they Are less Aggressive

2. Criticisms of women “bossy”, “domineering”. Criticisms of men not “assertive”

## Operating Theatre Environment

36. Corsini EM, Luc JGY, Mitchell KG, Turner NS, Vaporciyan AA, Antonoff MB. Predictors of the response of operating room personnel to surgeon behaviors. *Surg Today*. 2019;49(11):927-935.
37. Galvin SL, Parlier AB, Martino E, Scott KR, Buys E. Gender bias in nurse evaluations of residents in obstetrics and gynecology. *Obstet Gynecol*. 2015;126(Suppl 4):7s-12s.
38. Wear D, Keck-McNulty C. Attitudes of female nurses and female residents toward each other: a qualitative study in one U.S. teaching hospital. *Acad Med*. 2004;79(4):291-301.
39. Gjerberg E, Kjølørød L. The doctor–nurse relationship: how easy is it to be a female doctor co-operating with a female nurse? *Soc Sci Med*. 2001;52(2):189-202.

1. Less tolerance of women making Mistakes.

2. More complaints against females for Same behavior.

3. surgical trainees women receive less supportive comments from the nursing staff and more negative competence-related comments

## Risk Taking and Confidence

Flyckt RL, White EE, Goodman LR, Mohr C, Dutta S, Zanotti KM. The use of laparoscopy simulation to explore gender differences in resident surgical confidence. *Obstetr Gynecol Int*. 2017;2017:1945801.

Women underestimate performance  
Less Risk taking behaviour

# Surgeon Sex and Long-Term Postoperative Outcomes Among Patients Undergoing Common Surgeries

Christopher J. D. Wallis, MD, PhD; Angela Jerath, MD, MSc; Khatereh Aminoltejari, MD, MSc; Kirusanthi Kaneshwaran, MD, MSc; Arghavan Salles, MD, PhD; Natalie Coburn, MD, MPH; Frances C. Wright, MD, MEd; Lesley Gotlib Conn, PhD; Zachary Klaassen, MD, MSc; Amy N. Luckenbaugh, MD; Sanjana Ranganathan, BSc; Carlos Riveros, MD; Colin McCartney, MB, ChB, PhD; Kathleen Armstrong, MD, MSc; Barbara Bass, MD; Allan S. Detsky, MD, PhD, CM; Raj Satkunasivam, MD, MS

>2,000,000 operations in Canada

25 common elective procedures

½ operated by male and ½ by female surgeons

Results: 90 day complication rates 13.9% vs 12.5%; [AOR], 1.08; 95%CI, 1.03-1.13)  
1 year (25.0%vs 20.7%; AOR, 1.06; 95%CI, 1.01-1.12

# Training: Discrimination

2017 Survey Australian and NZ  
Ophthalmology Trainees

## **Bullying and harassment in ophthalmology: a trainee survey**

Neeranjali S Jain, Hannah K Gill, Hannah M Kersten,  
Stephanie L Watson, Helen V Danesh-Meyer

N=65 women and 120 males

Key Findings:

1. Less respect based on gender from team members (40% of women vs 0% of men,  $p < 0.001$ )
2. Experiencing discrimination for making family-centred choices ( 57% women cf 20% men)
3. Children slowed career progression 80% vs 30%

NZMJ 3 April 2020, Vol 133 No 1512  
ISSN 1175-8716 © NZMA  
[www.nzma.org.nz/journal](http://www.nzma.org.nz/journal)

# Income

## Gender Compensation Gap for Ophthalmologists in the First Year of Clinical Practice

Jing Sasha Jia, BA,<sup>1</sup> Alexander Lazzaro, MS, MBA,<sup>2</sup> Alcina K. Lidder, MD,<sup>3</sup> Ceyhan Elgin, PhD,<sup>4</sup> Jennifer Alcantara-Castillo, COA,<sup>5</sup> Steven J. Gedde, MD,<sup>5</sup> Albert S. Khouri, MD,<sup>6</sup> Aakeriti Garg Shukla, MD,<sup>7</sup> Laurence T.D. Sperber, MD,<sup>8</sup> Janice C. Law, MD,<sup>8</sup> Yasha S. Modi, MD,<sup>8</sup> Eleanore T. Kim, MD,<sup>3</sup> Jeffrey R. SooHoo, MD,<sup>9</sup> Bryan J. Winn, MD,<sup>10</sup> Royce W. Chen, MD,<sup>11</sup> Lama A. Al-Aswad, MD, MPH<sup>3</sup>

Ophthalmology Volume 128, Number 7, July 2021

*Clinical and Experimental Ophthalmology* 2007; 35: 318–323  
doi: 10.1111/j.1442-9071.2007.01480.x

### Original Article

#### Differences in practice and personal profiles between male and female ophthalmologists

Helen V Danesh-Meyer FRANZCO,<sup>1</sup> Narmie C Deva MBChB,<sup>1</sup> Judy YF Ku MBChB,<sup>1</sup> Stuart C Carroll MBChB,<sup>1</sup> Yu Wee Tan BHB<sup>1</sup> and Greg Gamble MSc<sup>2</sup>

Departments of <sup>1</sup>Ophthalmology and <sup>2</sup>Medicine, University of Auckland, Auckland, New Zealand

Female ophthalmologists have a mean starting salary 12.5% lower than their male colleagues

# Recommendations

## Gender differences in recommendation letters for postdoctoral fellowships in geoscience

Why are 10% of professorships held by women when they hold 40% of PhDs?

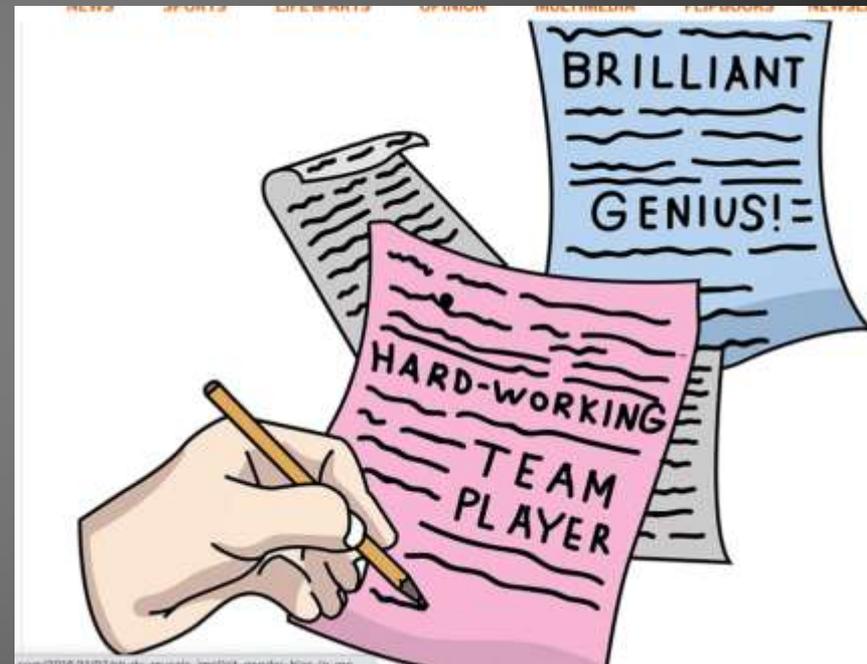
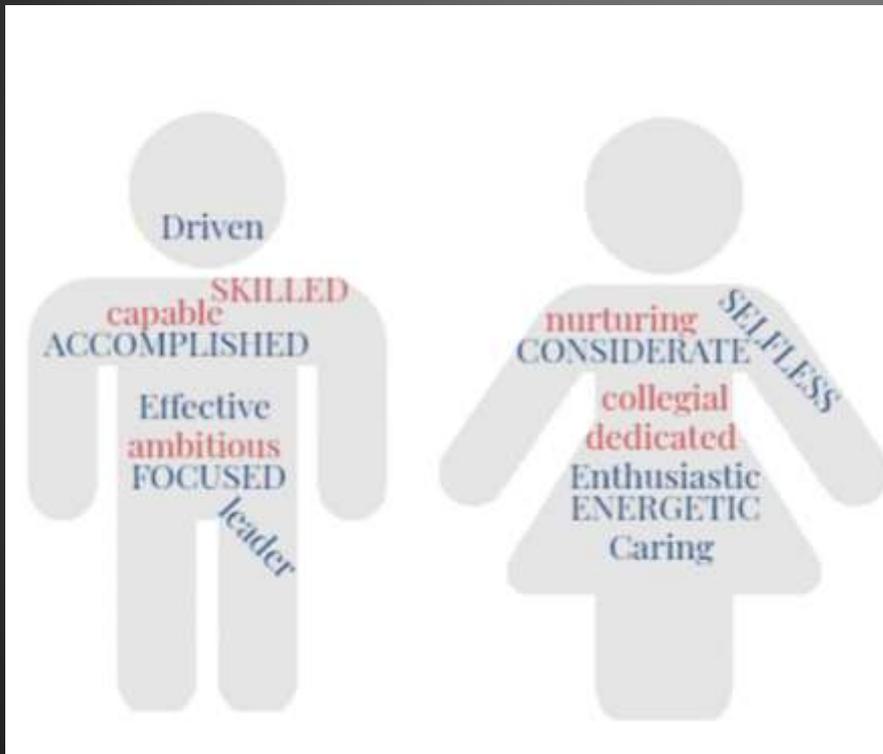
- 5 year study
- 1000 recommendation letters written 54 countries
- Controlled for regional differences.
- Stripped letters of gender and race
- Categorized as: excellent, good, doubtful

Female applicants 50% less 'excellent'

Men: dynamic and confident

Women: mature, caring, team builders

# References



# Leadership

## Equity in surgical leadership for women: more work to do

Anna Weiss, M.D.<sup>a</sup>, Katherine C. Lee, B.S.<sup>a</sup>, Viridiana Tapia, B.S.<sup>a</sup>, David Chang, Ph.D.<sup>a</sup>, Julie Freischlag, M.D.<sup>b</sup>, Sarah L. Blair, M.D.<sup>a</sup>, Sonia Ramamoorthy, M.D., F.A.C.S., F.A.S.C.R.S.<sup>a,\*</sup>

The American  
Journal of Surgery<sup>®</sup>

Original Investigation

March 26, 2020

## Association Between Sex Composition and Publication Productivity of Journal Editorial and Professional Society Board Members in Ophthalmology

Mona L. Camacci, MD, MS<sup>1</sup>; Amy Lu, MD, PhD<sup>1</sup>; Erik B. Lehman, MS<sup>2</sup>; et al

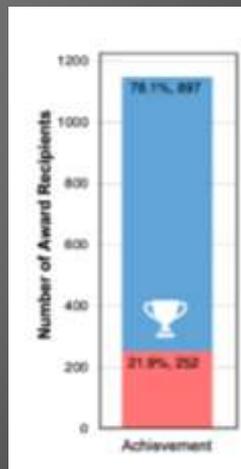
[> Author Affiliations](#) | [Article Information](#)

*JAMA Ophthalmol.* 2020;138(5):451-458. doi:10.1001/jamaophthalmol.2020.0164

FREE

Ophthalmology:

1. 13% of Professional Society Presidents
2. 14% of Department Chairs
3. <5% of Editor-in-Chief of top journals
4. 24% Editorial Board members



1<sup>st</sup> female RANZCO NZ President



Dr Liz Insull

Family

# Differences in practice and personal profiles between male and female ophthalmologists

*Clinical and Experimental Ophthalmology* 2007; 35: 318–323  
 doi: 10.1111/j.1442-9071.2007.01480.x

Helen V Danesh-Meyer FRANZCO,<sup>1</sup> Narme C Deva MBChB,<sup>1</sup> Judy YF Ku MBChB,<sup>1</sup> Stuart C Carroll MBChB,<sup>1</sup> Yu Wee Tan BHB<sup>1</sup> and Greg Gamble MSc<sup>2</sup>

Departments of <sup>1</sup>Ophthalmology and <sup>2</sup>Medicine, University of Auckland, Auckland, New Zealand

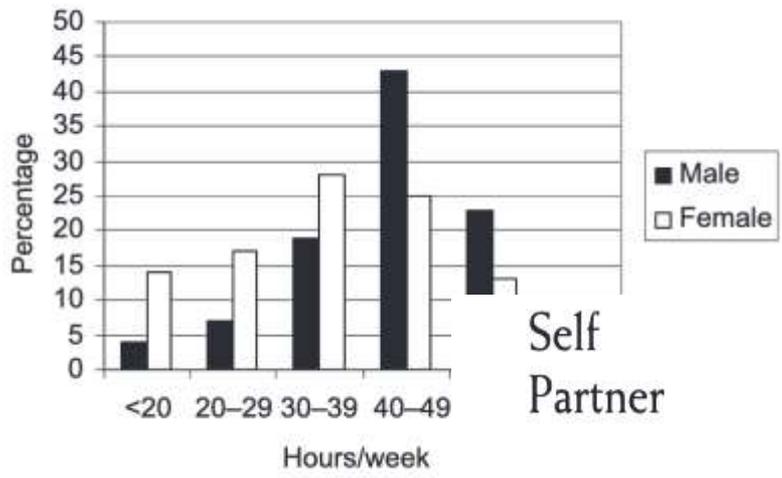


Figure 1. Hours worked per week.

	10 (0–90)	45 (5–90)	<0.0001
	80 (5–100)	10 (0–100)	<0.0001

ORIGINAL ARTICLE

# Gender differences in Australasian ophthalmologists' experiences of the workplace

Neeranjali S. Jain BMed MD<sup>1</sup>  | Hannah M. Kersten PhD<sup>2</sup> |

Stephanie L. Watson PhD FRANZCO<sup>1,3</sup> | Helen V. Danesh-Meyer PhD FRANZCO<sup>4</sup>

## Gender differences:

1. 59% of males worked greater than 40 hours a week vs 26% of females,  $P < 0.001$ )
2. Female ophthalmologists reported:
  1. difficulty receiving mentorship (57% vs 40%,  $P = 0.027$ ),
  2. travel difficulties due to family responsibilities (59% vs 34%,  $P < 0.001$ )
  3. and rigid timelines for promotion/tenure (38% vs 19%,  $P = 0.005$ ).
3. Female ophthalmologists delayed child-bearing, with 59% becoming parents after fellowship training.
5. Child-rearing: 67% vs 8% of men cared for children  $>20$  hours/ week,  $P < 0.001$ ).
6. Discrimination (31% women vs 8% of men,  $P < 0.001$ )

# Is there a light at the end of the gender inequality tunnel?

