

Audio file

Podcast Guest- Dr. Z_mixdown_FINAL.mp3

Transcript

Speaker 1

Hi I'm your host, Dorothy Mashburn, and welcome to salary negotiations made simple. Here I show you how negotiating does not have to be overwhelming. I break the entire process of negotiating into easy to learn steps that you can use in any salary negotiation. Operation whether you're starting a new job or preparing to ask for a raise, expect to receive practical, actionable strategies that are based on real life experiences. I'll be sharing tips that have been proven to work where professionals like you have netted \$10,000 to \$40,000 more in compensation. It's payment for the skills you bring, so you need to know how to ask for payment for those. Are you ready to learn how to boost your earnings? We're doing a little bit of a. Different thing today on. Salary negotiations. Very simple. We're doing stories and we're doing fireside chat. This is going to be fun. Last month, my family and I were enjoying a sun salt, much needed vacation in Portugal. And here's one thing we do whenever. We visit different countries. I always love to seek out an Indian restaurant and sample their unique take on our traditional dishes. So we were on a mission to find the best restaurant that had received rave reviews from Indian people because, let's be honest. Who better to trust when it comes to papaji or panipuri than our Desi Indians? After much searching, we stumbled upon a place that ticked all the boxes, so here we went. The staff was impeccably dressed, the decor was very traditionally Indian and.

Speaker 2

The menu had.

Speaker 1

All kinds of classic dishes like alumina, tea and Rogan Josh. I couldn't contain my excitement. When it was time to order, I jumped on the menu, selected probably a third of the menu, eagerly anticipating the flavors that we did. However, very soon I realized as each dish I ordered came out and was placed in front of my husband. The polite Sir. Here you have it. My husband expressed his amusement at the fantastic looking food and was promptly plated for him. Then only after he had sampled the fare, it was my turn. I realized in that moment that the staff had automatically attributed a higher status to my husband and were catering to him hand and foot. My initial thrill quickly soured and I felt a surge of indignation. I was ready. To take a stand resolved to some sort of passionate argument, maybe even battle about. Women's rights. My husband found my reaction slightly amusing and hence my initial fight response subsided. I began to calm down, I realized, and I had to remind myself, that it didn't really matter. I felt secure within myself and I didn't need to let this one. Experience borne out of ignorance and centuries of patriarchy dampen my mood and prevent me from relishing the awesome flavors of my homeland served in the European. I suppose I had spent so much time building up my confidence that I hadn't realized how easily I could be pulled back into the defensive mindset of the past as quickly as an anger came. I also intentionally let it subside, however, the incident. Left an imprint on my mind when we returned to the states. I knew I wanted to share the story. And who better to join me than the energetic and passionate Dr. Michelle Michelle embodies the spirit of disrupting the status quo. She's inspiring vulnerable, candid and unafraid to challenge the norms. In our conversation, we dive into the experiences of high achieving women, the pervasive presence of microaggressions. The importance of our incredible male allies and practical strategies for overcoming obstacles get ready for a truly

inspiring chat session that will leave you motivated and ready to take on the world. Let's dive in. Hi, Doctor, how are you today?

Speaker 2

It's a beautiful day. Well, it's actually kind of. Cloudy and the. San Diego. That's. That's amazing, but anyways.

Speaker 1

Doing good. I'm so glad you agreed to be. Part of this podcast community I have. Washington admired you from far for a long time.

Speaker 2

That's amazing. I'm so glad that we connected.

Speaker 1

Could we start with a quick introduction just. A little bit. About you and what? You do to.

Speaker 2

Yeah, sure. I'm Michelle side and I have a PhD in leadership through as I was explaining to you a little bit before. But I'll get. Into it. I got my PhD in leadership and 1st. Class that I had. There was a one woman mentioned which. Just blew me away. And I thought, Oh my gosh, what have I gotten myself? Into because prior to that I was. I worked at UC San Diego. I was a principal investigator. I published I, you know, I was sort of this big fish in. A small pond. We actually had our office in the community or at City Heights, which is a very diverse community. So when I got to USD, University of San Diego and there was one woman mentioned, I was like. Oh, I think there's a problem here.

Speaker 1

So anyways, Long story short.

Speaker 2

I semi retired in 2017, the same year that I got my PhD and I was saying that I. Slept for two. Years I was exhausted from. All of this experience and. And when I came out of my fog, I was impassioned to help other women understand it's not you. It's them and what I mean by them is it's the patriarchy. It's the systems that we live in. It's the cultural norms, or abnormal. I really want to help women understand that. Because I think high achieving women, women are go getters and all they look around and they're not making as much money as men. They're not getting published. They're not getting, you know, they're not getting raises. They're not getting the same kinds of things that men get, and oftentimes they internalize that because as women, we are told from birth. And being a little dramatic. The world pretty much told. The worse that you're less. So a boy. You're less than the males. I mean, he certainly was that way in my family. I was the oldest, and then my sister's 13 months younger than I am. And then my brother is five years older and when he came, so when you're told that when you're told that you're unworthy and they have all these mess messages about. Pressing and who you are and don't raise your hand and don't. Speak up and all the other things. And then you get to be an adult, and you and you've internalized that you really feel like I am unworthy. I do not deserve the race. I I'm I'm a loser. There must be something wrong with me. And what I'm saying to you is that there's nothing wrong with you. It's them.

Speaker 1

It's very powerful. You definitely want to come back to that one quick question on your leadership class. So when you looked around, so you mean by you didn't have?

Speaker 2

Any women within?

Speaker 1

In the classroom or in the curriculum?

Speaker 2

In the curriculum. So most and most of it was your standard. And Martin Luther? I mean, there wasn't even. Eleanor Roosevelt for God. 'S sakes, I mean, seriously, is this, you know? It was. It was an elderly white guy that was teaching it and my experiences from that minute was and I was. I was like one of three. Older women in my you know. Late 40s early. 50s most of the other students my peers were like in their late 20s. Early 30s and so I got really lambasted for warning people to to raise their voices, to tell their stories, because this is the only way that we're going to disrupt the system is if we tell our stories because right now. Bob is telling our stories, you know, I. Mean, you know. Men are telling our stories. Patriarch is telling our stories. And I got a lot of pushback by some Asian women, foster African American and foster youth. I mean, gone through the foster system and and said that I was white, privileged. And I had the. Privilege of telling my story. And I really didn't feel that way. I have my own history and my own trauma and my own trying. To find my voice and story. Again, it's the you fight amongst yourselves, OK? The the Asian women, the the African American man, the the white middle-aged woman you. Know you fight amongst. Yourselves for power and being leaders, and it was just kind of it. Was kind of a cut. For it was the first time ever because I had been walking around in kind of a. Bubble and been. So successful in my work and my personal life. I, you know, have lovely husband had. Three healthy kids and so. This just knocked me upside the head, so. I don't want other women to burn out. To sleep for two years, to drink their problems away. I don't want that. I

want women to really become aware and then also practice radical self love. And compassion for themselves.

Speaker 1

Can you tell us a story about somebody? Recently you've met that didn't realize how much they had bought into Bob's story, the patriarchy, and. Now what was? The outlook there.

Speaker 2

I came on LinkedIn in October and been working with Kristen Tippett, have really found a community there and I'll I'll. Tell you because. I was just getting started with representation ability, which was it's my first kind of like movement and that was it's a movement. Well, just writing the stories they sell and. Tell about us. By telling our. Own and I. Met this woman. I can't even remember. Like, maybe mutual friends. Met her for lunch and we, you know, we wanted to talk about like, what each other were doing. And we were the, you know, strong women. She was probably at the time she was probably in her late 60s, maybe early 70s. And so I was talking. About like all this stuff and. She looked over at. Me and she goes, I think you're very angry. And I go what? And then she goes. I I don't know if I can work with Someone Like You because you're just so angry about all this. And I was so shocked. It was her truth. I mean, it was her reality. Or whatever, but I was so shocked cause. I was like, why aren't you? Angry about this? Why aren't you *****? Because you should be. I don't know if she was older and so like, not interested or. Or just wasn't used to being so, so inundated with passion. And you know all this. But I did learn also that because I do kind of get off on, on, on this stuff, you know, I do get really passion. And so I do realize that I sort of have to dial. It back because. You know, ranting and raving, which I'm not apologizing for, will not get other women or men interested in

what I'm saying. If I come across. Really, really, really aggressive. In a very male dominated way, that's not cool.

Speaker 1

That is a very interesting. So would you say that we are so programmed and it's so hard for us to break out of the programming? So if somebody comes and says step out of the matrix, it's almost impossible. Like, is that kind of our mindset that you're finding when you talk to?

Speaker 2

I mean, I think it's even. It's interesting. I was interviewed by Cameron Erickson something. Anyway, she has a podcast. Called 50 not dead and.

Speaker 1

Oh, yeah, yeah, yeah.

Speaker 2

We were just chatting, you know, having our coffee chat or whatever. And she said to me, what's the hardest thing about being an entrepreneur? And I said, I don't believe in myself. I have this inner critic saying who?

Speaker

The hell do?

Speaker 2

You think you are. And I I was so shocked by it because I, you know, by all appearances and and mostly I do feel very empowered. I feel very strong. I feel very neat, but hello limiting beliefs. And I think unconsciously, women have those beliefs again about self worth about not being good enough. Like, who cares about my story? I will say I'm working with a book. And she says that women come to her with the

most fantastic stories and the, I don't know. I don't know. I don't know if you know this is really going to resonate. With anyone, she's. Like, are you kidding me? This is me, she says then. She gets men in there and they're. Like this is going. To be New York best bestseller. I think that if women. Started to believe in them themselves and again this is. Really hard because we've been. Programmed if they really started to believe in themselves, the way that. I mean, there's. A happy medium. I think men believe in themselves too much. They think too much of themselves. But I think that women, we need to find ways to. Change our mindset. And again, coming back to really self compassion and grace and loving yourself and smiling at yourself in the mirror, giving yourself a high five in the mirror, you know, just positive affirmations support, you know, getting women around that understand what we're talking about and can really empathize with. When I was in USD, I wanted to focus on white middle-aged women because it happens to be. What I am? And I got a lot of pushback from the institution. Because you know, it's just not, it's. Not cool to to say I understand that white privilege. I do understand that what I was trying to do was understand why white women don't have connections. With other women, yes. In, you know, Mexican American families, I mean, perhaps in Indian families, you know, African American families, you get together on Sundays and you, you know, you sit around and eat and you celebrate and, you know, and actually, the sparkles with me. You don't have that. I said, no, I don't have the. And one of our downfalls of being the grouped white women is that we're so programmed to be perfect and not show any, you know, cracks in the foundation. And we have our **** together and everything's cool when in fact, women have the highest. One of the highest opioid addictions and so. I really feel like the connections and and and we need community of women. The menopause post that I did that almost 7000 impressions. I mean, I'm like 70 comments. Or

something like that. Women want to talk about this, but we're shamed. Talk about our bodies. We're so objectified our bodies, periods, perimenopause, mental health issues, whatever that is, we don't.

Speaker

Talk about it.

Speaker 1

It was interesting and we talked about this a little bit before I came to the United States 20 / 20 years ago now and I came from India. And India has a lot of good things, but women's rights aren't one of them. So I came to the United States with this kind of really eyed view saying this is the country where they burn bras. This is the country where they fought for votes and it was a shock to me that there is so much insidious programming here. Any comments on that to? When that happened or when did we not realize that all the robbing and all of that happened? But behind the scenes there was still a law patriarchal structure?

Speaker 2

That didn't combo. Feminism has had its own ups and downs, and I think one of the things that the patriarchy in our society has done is that they shamed feminists and I can't. She has a really long name. I hate. I mean, I love her, but. I can't remember. She wrote a piece called everyone. To be a. Feminist because it's it. It's about it's about social justice. It's about equality. It's about inclusion. It's all about all those things. So everyone should be a. Feminist it's it's if women. We're more educated and. You know I'm. Thinking globally, more educated and even here have the you know, have those opportunities we could actually transform the world. We need more feminine energy, and then it wouldn't have it. So it's not like. Men don't have it. They do. It's just. That we are hyper masculine right now. Back to your point. I was. I was mentioning that when the

former president. And came into office and the only good thing that I can think of that he's he brought to the forefront was just how racist and sexist and homophobic we are. You know, people can have the woodwork and just blatant as you as you know and it was. It was really scary, but it was like for. Me, I mean this. Is going to sound really. Weird, but for me it was like. Yeah, peel off the mask. This is what we're dealing with. This is why he won. I mean, we will be. We were like United States. Yay. Yay. We're, you know, Hillary's gonna be the next president woman. And no, no way. We had a black president. Didn't have a woman president. Oh, no, no, no, no. So I remember Trevor Noah saying that, you know, we grew up in South Africa and he said I would much rather live in South Africa because I know exactly. What the, you know the issues are what I can do, what I can't do, where I'm supposed to be, where I'm. Not supposed to. Be but here in the United States you don't know because it's it's working in the corner. I think they're women. Kind of need to understand that. I mean I. I was telling you that the. Patriarchy is really thousands and thousands of years. I mean the 10s. Of thousands, we used to live major. Echo societies. And we used, we used to live in societies that, regardless of your gender, for the most part, it was men, hunters and gatherers and all that are hunters. And then the women would gather and they were responsible for this storytelling, the culture and all, you know, and the and the. Food preparation all that. So for the. Most part, but it was very it. Was a very equal society. No one was better than. Then what happened was rulers came along, got rid of goddesses and witches and all these other. Evil women and replace them with gods. You know idols with penises and you know, and then you know it's about how we're taking over and strength and all that. In a lot of. Ways we still live in a caveman society. You know it's, it's prettier. And I I love. I love my life. I love living here. Let's make no bones about it. There are. There are. Extreme issues here.

Speaker 1

Yeah, can't remember. Who said that? It's like, you know, you still love it, but it doesn't mean you don't. See the faults and.

Speaker 2

Doesn't mean that you do something about.

Speaker 1

Those faults, yeah.

Speaker 2

You I.

Speaker 1

Mean you can't.

Speaker 2

I did this thing called Photo Voice which is taking images OK for instance. This was developed by a nurse in China right in the 1970s, and she didn't speak the language. So what she did was she went out into these remote villages and she had people. The villagers actually take photos of what it's like to live in their village, and then they would come back and they would have discussions. Around the images. And what they meant and what the things were. And then So what happens is we do this a lot now in you know communities. Of need, right? So instead of a professor going in and. Saying, you know what you need here, you need a bear market or. You need a. You know, Whole Foods Market here that's that. Which, you know, start to eat healthy. Here we had that tendency to like because we knew better and knew looking better to go into these communities and and tell them what they needed. And So what photo voice does is it actually raises their awareness. So the first, the first thing

is is like. This is just. My neighborhood, my grandparents grew up here, my parents. They're up here, you know, they're it's not safe. There's no jobs. People park their cars on the lawn, you know, whatever. And so they start taking these images and they start having these conversations. And then they realize, Oh my gosh. Here we go. There's a system that's keeping us living this way. Living in this neighborhood, fighting with each other and being complacent, right? Just pretty much. That's the awareness of the system. And then finally, it's like, OK. Now that you know that there's a, there's. A system you've you've. Been complicit because you didn't know. But now that you know what are. You gonna do? About it. So a lot of times they'll go to policymakers and, you know, make. These kinds of changes so. Using photographs as an example of a. Way that we can become aware of.

Speaker 1

The insidiousness.

Speaker 2

I think women are so busy doing and performing. We have we burned out more than that. We're exhausted, you know, and we're so, like, tapped dancing. And you know, doing this and looking over there. I mean, I remember when I was married to my first husband, my daughter Molly had a ruptured appendix, and for I didn't know this. But for days she was at her appendicitis, and then it burst, and it was a long it was like 3 or 4 days and finally it. Took her to the doctor and the doctor. To get to Children's Hospital. I was like, OK, you know, so I go to Children's Hospital and they admitted her and they came back out and said she her, she has a ruptured appendix and she had no fever. She didn't really complain about about uh pain or anything like that. I remember I was. Like I was, I started. Bawling like, oh, my God. She went into surgery like,

you know, 6. Years six years. It felt like. Six hours later, because they didn't figure out the stomach or whatever. And I. Said she hasn't eaten.

Speaker

In three days.

Speaker 2

What are you talking about? Anyways, the surgeon I remember it was like 1. O'clock in the morning and he says to me. It was bad. It was really bad it. Was so bad and his fire looked at him, I said you're not missing. Words, doc, are you? You know I. Had already felt so devastated about it. Remember Molly being. Admitted. And I go back and I see her like 35 minutes later after they have run all these tests to figure out that it was a ruptured appendix. And she goes. Mom I. Think I like it here and they had given her morphine. The point of all this, this story was I was. I was like. 3230 Yeah, 3233 young. But by that point been married.

Speaker

I was young in.

Speaker 2

That, but I've been married almost 10 years. 21 I was so busy. Hustling and my first husband was a traveling salesman. He was away when all this was going on. He was away, was away a lot, you know he. Just wasn't there. So my whole point is that Molly, I thought that I thought about this, that Molly could have died. And I was so busy working and doing and hustling and not paying attention to my marriage. And really.

Speaker

The you know.

Speaker 2

Ended up getting divorced and I don't I want to prevent this from happening for other women. That was just an example of of me, but I know that like burnout, mental health issues, drug and alcohol addiction, all these, all these things we do to cope. And not really get. To the heart of the matter. Yeah, not really with. The trauma that we've experienced, I think that's the other thing. That I haven't. Really brought up is trauma. I was. 52 and I had always. Been part of the department. Of Pediatrics so. I'd always heard about adverse childhood experiences. But I never really I I. Was like, yeah, childhood. You know, I was like. In my 30s, you know, I was like. Where you know, OK. Childhood I went to this warrior Spirit conference in ceremony and it was at the Viejas Reservation, and it was a group of allies and researchers. And people that were involved with Native Americans. And then also Native Americans. So what you had were researchers like talking about, for instance, Dr. Filetti, who was the person that or the pioneer of aces who was there? And I remember listening to him 52 years old. And I thought, holy crap. That's what I've been missing here. I'm a registered dietitian I've been in. Public health, community health. All my. And I was like, why aren't people? And then then I was then I really. Got into policy. Systems and environmental changes so that it makes it easier for people. To have access. To healthy food exercise all that food security. But I was like, why? Why is it that people aren't? Making these changes like you know, losing weight.

Speaker

And gaining it.

Speaker 2

Or you know, etcetera, etcetera. Your self sabotage and all. That it's because of trauma. It's because. There's 10 aces. And they have to do with neglect, abuse. Abandonment and so.

Speaker 1

If you've had.

Speaker 2

Those kinds of trauma and four is considered high. The Muslim Native Americans have 78910. There's no wonder that they. Can't figure racial trauma? Historical trauma. I mean, all these kinds of things. It's no wonder that there is an opiate crisis. We see a diabetes cause all that's related to trauma women and and in fact Doctor Ferretti found out about trauma by by studying women. Because if women were coming. To Optifast, which is the. Liquid diet and. You know, like hundreds of pounds. And then. Gaining it back. It's because no one was. Dealing with the trauma. So that's what why Asus came about and so. You know, everyone talks about trauma. Informed care, yeah. I actually believe in like. Ceremony, like Native American ceremonies like or, you know, dancing and singing and having fun and coming into community and sharing stories and, you know, and and being around family. And those are the kinds of things that will heal. So then I'm not suggesting that all the and all those things also will actually make you. Love yourself a lot more. Too painful than his positive affirmations having. One, we need to allow women to to be able to do that.

Speaker 1

I really like these solutions. You know the photo voice when you applying that. So one of the things that I find with some of our some of their friends that I've helped over the years are negotiating their salaries or some of the newer clients that I have gotten. The resonant theme is that they're grateful for the opportunity, but they're grateful. For the job. They're grateful that they have to work. Twice as hard. And get 20% less. That's inside my head boy saying that. So I'm wondering. If some of

these could help for the boys. For the community and how? Because it seems very deep and we know we make less, but what if they fire me? Or what if they think less of me? These recurrent thoughts are. Only present in our brain.

Speaker 2

Yeah. You know, if I. Could wave a magic wand. I would be 60 in October and I would say that this kind of empowerment, kind of, I don't give a rat. MM. 'S *** what? You think of me for the most part. I'm a human being. I still it didn't come to me until. You know my 50s, and so, you know, that's just wisdom and and going through it right. I mean, yeah. You know, I always want to work with groups of women. I'm not really interested in working one-on-one and I'll and and the reason for that is that we need each other. We need community, we need to support each other. We need to hear each other's stories. So. It's not. I mean, I'm not knocking 1. On one coaching, I think there's a. Time and a place. For it, and I think that some people really need it, but for this. I think it's going to take a. Village and I think that we need to get. Groups of women together to talk about. Self worth and to do photo voice like for my dissertation I did photo voice and I was 6 diverse middle-aged women. One was a lesbian, one was a woman who'd been married and had two children, was and biracial, and was now a lesbian. One was a a woman who was a 7 mom. For, you know, decades and was Catholic and married to her husband for 25 years, one was an African American woman who had three children, married very religious. And then. Yeah, and. And then was because she. Was born in Mexico. And worked her way up and she went to UCSD and we. Actually worked at UCSD. My first question was what does society think of middle-aged women go out and take good images or whatever and so a lot of it like somber juggling, being overwhelmed. Mine was. I had these magazines around the chalk outline of the woman and I my in my mind it was like a village woman missing,

presumed dead, because in the magazines you don't see any any of us, right? But after discussing it was so interesting. So I asked that question. We come together, we start discussing it, and we're using the photo voice. You tell the story of your image, but we turned it around and like what is the thing here? What do you see here? And with with. The chalk outline everyone's like when I ended up. Telling him where it was, they said. No one is represented in. Those in those magazines. It's not just middle-aged women. It's no one. I was like, yeah, I was. The next time was. What is it like to be you in? Your own place. And space and they came back with family and roller coaster and hygiene and you know, being out in nature. And all these other things. And what we found was regardless of our identity and the way we work. We actually value and love. The same kinds of things. When you're talking about women negotiating and some of. The grateful that they're lucky. To have you. It would be great to get a group of women together to. Have those kinds of discussions and activities that will bring out these stories that I have never every group they've ever run has said. I thought I was the. Only one, I thought. I was the only one that was like. Struggling and and not feeling worthy and not wanting to go to my boss and saying I can't do this anymore. I'm you know I I'm still responsible. Women are still responsible for the majority of. Outside unpaid work? Yeah, I think it was like a \$2.1 trillion of money that is lost for for not being paid for these things. So women need to women need to know that they're *****.

Speaker 1

That's very welcome.

Speaker 2

The world will clearly the world would not be around if there was. Our uterus is correct and you're trying to oversee.

Speaker 1

Yeah, right.

Speaker 2

Thank you, Sir.

Speaker 1

Yeah, it's a, it's a. Different world, we normalize a lot.

Speaker 2

Crappy things now, but so let's kind of. Yeah, for sure for sure.

Speaker 1

Pull out that I. Guess what happens if our worst fears come true? So say I'm really, really hard and I'm a senior director of XY and Z and I'm very worried to go say my work is this. I'm doing a lot of extra stuff. I want to get paid. Or I want the VP title or whatever it is right? And what happens if they say our worst fear probably is OK, we just take this away from you. We're down to be a senior manager because this is so hard for you.

Speaker

Right.

Speaker 2

So what difference? Yeah, I mean that's a that's reality. I think most of the women. That we're talking. About are in this position where they just don't feel that they're just doing. They're just, you know, they're it's Groundhog Day. They wake up, they get the kids ready, they they go to work and then So what I say is raising the awareness that. It's not you that's first thing, it's not. Writing programs written bodied all this crap that deconstruction. Takes a while. I mean, it's not like you have one

session with someone or their group. It takes a while. It doesn't take that long though. I mean, people, women get it like all of. A sudden they're like, holy **** this this. Stuff is real. I thought. I thought it was.

Speaker 1

With me, yeah.

Speaker 2

Yeah, right. That's the first step is that again understanding. What the system is? The next step is then deprogram it out of you. That you are worthy that you are a *****. People are lucky to have you. And also what are you passionate about? What lights you up? And this is what I say. I'm in the position right now where I pretty much. I mean, I consult. I look at the Campo Community Reservation and I do some other consulting and I'm building this business. I won't even say I have the privilege. Worked my ass. Off to be here, right? I had to. Work 30 plus years and. Mostly in a in a place that I really, really loved. So that wasn't a problem. But I do know that there are women, perhaps divorced or single or whatever, that don't have the one story of. Quitting their job. So the, again, the scarcity. What if they fired me? Oh, my gosh. What if what if I say something wrong? Oh my gosh, what if I what if I come on too strong and all those other things that we again, they're only 10% of university presidents?

Speaker

Are women.

Speaker 2

Only 10%. Of CEOs of Fortune 500 companies are women. So if you can't. See it. You can't be it, and that's what. We struggle with. Mostly we're talking to male bosses, or quite frankly, I've worked with. Men that

act like men, you know that whole. No nurturing, no caretaking, nothing. It's like level. If you're in a position that you can't leave your job. This is what I said someone told me do what a 30 year old white male does. Do that very Midland, very mediocre. Not over cheating, not taking on things, saying no, do that because that. Would be your sanity. And then outside of, do what things that make it light. You up and passionate and take. Care of yourself and eat. Well, and exercise and do all these things. And don't blame. It on the freaking. Boundaries have boundaries. And yeah, and then and then. Then there's a couple of other choices you can try. To change the system. Within, right. You can try to go and negotiate your salary. You can talk about wow, I'm looking around and there's not a lot of diversity. You know what? What? Can you do about that? You know and just have. You know, start. Having these discussions right? Or you can, if you can leave that institution and figure out ways like you're doing to disrupt the system.

Speaker 1

Yeah, it's very empowering. When you put it that way. Though, because these are the choices. You pick so. If you have a. Younger professional who's starting out in? Their career and. You need to go get a fund like. Go get it.

Speaker 2

Right.

Speaker 1

But if it's not fulfilling your bucket, then these are the other things you could also be doing. And by the way.

Speaker 2

In that world, maybe.

Speaker 1

You realize that it's not a scarcity mindset. There are other things you could flourish at. Yeah, very empowering, I really like.

Speaker 2

Yeah, and I I really. No offense, and I understand why it happens, but a lot of times we become victims. And become ohh. They treat me like crap there and I don't get paid and you know, so they're not going to go home and eat, you know, hog and dogs and, you know, and just complain to my friends. And and I get it. I I did it for two years. I did it. Two years, so I totally get it. You know what? It's kind of like I have a girlfriend that I went to high school with and she ended up getting breast implants and her tummy tag for her husband and her husband was a piece of crap. And they ended up getting divorced. And I remember going to Vegas on a 40th. And she was like. And her husband said I'm no longer attracted to you and she was.

Speaker

Right.

Speaker 2

In therapy, and she said after all. If he was. An addict, I mean, after all, I put up with and she gained. Oh, gosh, probably 150 pounds. And she's a small girl. But she was really, really *****. But she was hurting herself. Like she was overeating, she wasn't exercising. That's what women. Do is they do to themselves and then this spiral is? I'm not worthy, not attractive. I don't deserve. I think women need to get out of their own way and again, self limiting beliefs and start really believing in themselves and know that they're just the most ***** ***** . You know, woman life. I always lived for many, many years as a daughter, as a employee, as a, you know, a boss. As a wife, as a you know. Like very

compartment wise and that's how. Women, they're doing a lot to do it, like, OK, I'm gonna pull this. OK? I'm gonna. Pull this out. I am the most integrated whole self right now and I think that's what women also need to find is like how, who, who they are, what they're passionate about.

Speaker

What they.

Speaker 2

What they want out of life with, you know, who they really are and and I think we lose our identity. Because you're being told constantly or your mom you're not a mom. You're slight blue dress. You know, you lose our identity, and that's part of the problem of trying to negotiate our worth. We don't know ourselves. We don't know that our worth. We just don't know.

Speaker 1

I mean, my phone is now. I feel like at 40 something happened because at 2:30 is always trying to please everybody. It was exhausting. It took. So much out of you, but like something happened, magical or whatever you want to call it at 40 like 40.

Speaker 2

One ish where?

Speaker 1

It's like I want to be my own person. I'm happy being alone with myself. I don't need validation. I wish we could bring that on sooner so we don't waste so much time, right.

Speaker 2

Yes, yes. I don't know what the average age that you work with. But I think doing this kind of work with women, I don't see this necessarily with my my kids. My particularly my daughters, because they're living all they seem to be navigating this, OK, they're not as traditional as we were. You know, I was growing up. In the 60s. 70s and. Yeah, I think in that manner it's changing. You know it's it's still happening. It's it's I want to work with younger generations because. That's our future. I don't know if I. I mean, I've seen some progress, but I don't know what kind of progress I'll see in the next 20-30 years until like this the next generation that's going to be role models for women and girls and and be leaders and all those other things. So. Yeah, I just. I wish to like I said, this magic wand. I don't know what that is. It's I mean like it. It's wisdom and age, right and experiences. But can we? Find a way. To cut, cut through. That and just at least take it to you.

Speaker 1

Make it, but I think that's what.

Speaker 2

I mean, when when I'm talking. About I don't look at work. And and outside of work is 2 separate things. I looked at work. Why am I here interacting in a very authentic way? The way that, but like I said, getting the bare minimum done if you have to work and you don't like. Your job and actually like ****. And then what do I do while I'm not at work? I'm the same person, but what? You know what am I passionate about? What can I? How can I fill? This up and I think. That that's what we need to teach women is that we're we're just one being what?

Speaker 1

Advice do you? Have for women who are moving around. And don't see kind of like in your leadership class, don't see role models or don't see as

female CEO or female in a presidential role. What advice do you have for those women like what can they do?

Speaker 2

What they can start doing is actually talking to other women and just having these conversations about hey, are you having the same issues like I'm not. I'm looking around like my, you know, my boss's mail, his boss's mail. I'm looking around. There's not a lot of women. Like, where are these? Where are these women? You know, you can. You know, finding, you know, women. Leaders and and sort. Of finding what their what their trajectory is was. I also think that women. We need to understand that again, this is the story that we're being told and this. Is what we see. We see it. On TV, I think 3036% of talking roles like in movies and TV's are women. The the majority are men, and so when? You see all this? It's like. Well, of course. Right. And there's there are women that are beginning to speak out and there. Are there are men? That are like we better treat our daughters and our women well, because these are these are important and they're and they're going to change the world. So I think finding those stories and not finding those places and then really hyping them up like, hey, I read this book and it was it was about this woman in the world. Hey I saw this movie and like we should be really supporting women directed women owned businesses.

Speaker 1

We should.

Speaker 2

Really, I don't. Buy anything from Amazon, because I just don't really like Jeff Bezos and the.

Speaker 1

Oh yeah.

Speaker 2

But if I really do need something, I'll ask David, my husband, to actually.

Speaker 1

Use that guy in your life has. Some use that.

Speaker 2

So I think we need to support when we see it, we need to support it when we see it, we need to buy it. When we you. Know like. So I really think going out of your way and maybe more inconvenient it. May take more. Time, but hey, we women are the biggest consumers.

Speaker 1

And yeah, and we yet, yeah. Yet we are being represented by yeah, 28 year old white men. Yeah.

Speaker 2

Ohh, very very young, 31 year old Kylie Jenners. You know that there was a there was very funny. There was a English woman, a comedian. She's very very. Big and she said this is the way Kylie Jenner worked. There was, you know, she, you know, she had a kind of big nose. And I mean when she was. Younger and all this and. This is her now and. She's all glammed up and all this. And and she's. Selling this lipstick that will transform you into this. And she goes. I'm wearing that lipstick right now. I mean, if seriously, if we stand, I mean it's a trillion dollar business of cosmetics. Yeah, in cosmetic surgery.

Speaker 1

If we put our.

Speaker 2

Priorities into our own. Growth in our own care, we would be much better off. We'd be able to actually fight this fight right now. It's like, oh, the way I look middle age, I gained some weight. You know, I'm being told by society that I'm not worthy anymore. I'm invisible because, you know, I'm a certain age and all these other things and like. You guys tell these stories about like you.

Speaker

Were saying.

Speaker 1

When you're 40.

Speaker 2

That was good. I don't care anymore. We need to. We don't need to hear these stories because they're. Not getting out enough.

Speaker 1

In addition to that five the labels, I think you have said and this were shamed or now it's the parent name or you know there's just always instantaneously anytime you're not in our name there's a label put on us, right. It's like your middle age or you're you're towards the end of your 50, not dead kind of the.

Speaker 2

That's fine. Right, right. Or you're, you know. Your headers is no. Longer viable. So you're no longer viable. I mean, you're hearing me.

Speaker 1

Mean kind of to your point.

Speaker 2

But yeah, I mean, I've been called angry. I've been called a *****. I've been called all sorts of things in my younger years. I probably would have. Oh my gosh. I'm not like that. In our spaces with different kinds of like TikTok, like they were showing politicians men crying. Oh, look how sensitive he is and then they say, you know then women, you know, crying or raging or whatever. It's. Like mysterious? Yeah, yeah, what's? Going on there, honey.

Speaker 1

And in Harvard, where they rated speakers and they rated the same speech and maintained the volumes and all of that, they viewed their men as more confidence or. Just passionate and women who are and women read it too, you know, men and women and women were seen as too aggressive and emotional. They were the same speech and you know, they tried to keep their parameters similar, but we don't know. Yeah, I want that is a great.

Speaker 2

Because this isn't like I. Said this is not mine bashing mail. Bashing this is. This is there are plenty of women in my life and that I've seen that have been so cruel to other women. Now the trolls on Instagram and you know, and and the wonder are young girls are having mental health issues because they're they're not pretty enough. The filter didn't. Work, I mean I. I can't imagine growing up in this kind of world where is. This you know. We had our problems growing up, but that that was certainly wasn't. One of them. And so I I think we just need to, we need to honor what's what's inside and we need to make make it less about because this honey this is. Going to go away. I'm going to get. Gray, I'm going to, you know, have. I mean this. Is this is not. I'm not chasing that.

Speaker 1

Losing battle, right? Like you cannot win that. So you brought up a point before when you started talking before the. Your biggest or your favorite mentor was a man.

Speaker 2

There are a lot of men who are waiting or are available to.

Speaker 1

Be our cheerleaders, our allies.

Speaker 2

Absolutely, absolutely. And and I we can't, we need our allies in any kind of fight or movement. It's allies that are needed. It's not. This is not exclusively women, and I always say, like on the leaden audio we we do women disrupting LinkedIn. And young men show up, but they know damn well it's going to be women getting up there, because when you first started that there was a lot of man slinging and there was a lot of men that got up. And like talked for a long time about. I called them American Idol. Situation mostly. Most winners are men. And it's because most of the viewers are women, and they are voting for these men and. They're not voting for these women. I think that's not a talent thing. I don't think men are more talented than women. I just think again, they are seeing more like we want the real Hall of Fame, I think 28%. Women are in the Hall of Fame. That means the majority again. Are men.

Speaker 1

Men, yes. And I bet on the American Idol, the women who didn't win spent days and months and years bashing themselves up saying that it was my talent that made me fail, right.

Speaker 2

Correct, even there's always 2 male cultures. Why is that? Yeah. I mean, we're 50% of the population. Right. I mean, you know just by. Statistics there should. It should be that way. I mean, a lot of people. Well, you should, you know. You should be based on your. You know, like your. Not credibility, but you have based on.

Speaker

Yeah, yeah, you should be, yes.

Speaker 2

And everyone should you know, that's the further reaction thing, too is everyone should be not when. Bob is, you said golfing with, you know, Harvard presidents and, you know, sipping tea with kings and Queens.

Speaker 1

Yeah, there's a little bit more.

Speaker 2

Advantage than someone woman trying to to make it, you know.

Speaker 1

Right. Well, we have 116th of the pie. So the non bobs can fight over the 116th. The final question I have. For you is what would. You want somebody you know who's listening to this podcast, man or woman. One thing that they can do after this.

Speaker 2

That can help. I would start doing Google image searches and I would put in whatever middle-aged woman. And what I have. Found is that either they're about 30 years old. Or they're about 82, so type in leader. See what you. I guarantee you I'm going to spoil alert. I guarantee you it's going to be more men. Start looking at. The way that we're we're

biased. We are so biased. There's a lot. There's a book called Invisible Woman and this Woman from England wrote it and it's all about data that proves like our language, that academia, all of it, are so male dominated. AI, I mean, all these are male dominated. That's the first just becoming aware of what we're being fed. Like, look at the movies that have come. Out or the top grossing movies? Is it male action?

Speaker 1

Yeah, it is. Well, thank you so much, Doctor Zee really, really informative. Check out this book, Invisible Woman, because I'm always being one other book. I don't know if. You read is called confidence code. Two journalists, one from England and one from US, were in search of competence. What is it that makes? Men successful and how do we get it? And there's a lot of good data in it. I mean do. You recommend thought provoking. So absolutely.

Speaker 2

Right. Right. That's awesome. Thank you.

Speaker 1

Well, thank you so much. We definitely have to bring you back because I do. Want to talk? More about trauma and mental health because that is rich ground to talk about. Thank you so. Much have a great day.

Speaker 2

Yeah, you too. Bye.

Speaker 1

There you have it, friends. A lot of great insights into one who is so passionate about believing in ourselves, disrupting the status quo and owning our true power. I hope you were inspired to do the one thing that Doctor Zee suggested. The search on Google and see. What you

find? There it might help you decide what to do next. Make sure and grab the pay negotiationscreening@dorothymashburn.com/fight. For your words. Thank you for. Listening and bye for now.