



## Episode 158: The Glass Slipper and Other Challenges for Women in Medicine

*with Professor Chloe Orkin & Dr Nuthana Bhayankaram*

There is a long history of gender disparity in the medical field. Unfortunately, women are still affected by societal rules that may prevent them from achieving their full potential. In this episode, Professor Chloe Orkin & Dr Nuthana Bhayankaram joins Rachel to discuss sexism in medicine.

In this activity, you will examine your unconscious biases around gender dynamics in the societal and workplace setting. You will be challenged to take action against unhelpful gender norms. Through this, you will develop better awareness and understanding of how you can become part of the change.

If you want to know how to start breaking through barriers for women in medicine, this episode is for you.

### Podcast links

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## Guest links

Connect with Chloe:

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Connect with Nuthana:

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### Quote to remember:

*‘Nothing will change unless everybody understands why change is needed.’*

## What You Will Learn

Sexism is a deeply ingrained societal problem that affects everyone. Despite the progress we have seen in recent decades, we can't deny how gender disparity against women still exists today, especially in the workplace.

Professional norms in the medical field often still largely favour men. On the other hand, women are disliked for displaying qualities society likes to see in men.

This activity serves as a call to action to re-examine your beliefs and biases. Do they resonate with your values? Or are they something society has fed you over and over? This internal inquiry can spark a meaningful change in your outlook and work toward breaking gender barriers.

By understanding the deeper context of the matter, you can begin to make a big difference as an individual. Remember: gender equality is for everyone. Change will only happen if you first understand why change is needed. Be an ally, speak up against sexism and misogyny in the workplace, and be part of the change.



# Activity: Breaking the Barriers to Women's Progress

**Q1. If you're a woman, have you experienced being on the receiving end of a sexist comment or action in the workplace? What did you do?**

**If you're a man, have you ever witnessed such situations in the workplace? What did you do?**

**Q2. Give some examples of gender norms you have heard of and learned growing up.**

Men	Women



**Q3. Do you still subscribe to these norms? Why or why not?**

**Q4. If you're a woman, how does internalised misogyny manifest in your interactions with other women? What is your experience of working in a male-dominated field?**

**If you're a man, have you ever displayed sexist or misogynist behaviour — consciously or unconsciously?**

**Q5. What do you consider when deciding to apply or not apply for a role?**



**Q6. Give some examples of how you have seen the barriers to progress for women in medicine manifest as discussed in the episode.**

Glass Ceiling	Glass Cliff	Glass Slipper

**Q7. If you're a woman, what are some of the things you can do to break free from internalised misogyny?**

**If you're a man, what are some of the things you can do to be an ally?**



**Q8. How could you do more to address gender inequality on an organisational level?**

**Q9. How will you start to have more conversations about why inclusion and diversity are needed?**

**CPD time claimed:**

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