



**Texas Bandmasters Association
Convention/Clinic July 22-24, 2021**

**"All Tea, No Shade": Women Band
Director Real Talk**

CLINICIANS:

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Women Band Directors International



HENRY B. GONZALEZ CONVENTION CENTER - SAN ANTONIO, TEXAS

***“All Tea, No Shade”*: Women Band Director Real Talk** is our way to bring awareness to certain situations, provide proactive tips, and share experiences with some strategies to navigate through female specific career challenges. Since the clinic is more of a discussion and conversation, we have provided some tips that may help you be more comfortable and prepared in a professional setting. These are women specific, but can be relevant and applicable to all.

- ✓ Implement gender inclusive language in the workplace - not labeling women as “chatty”, “aggressive”, “scary”, etc.
- ✓ Showing acknowledgement, active listening, and understanding through minimal responses verbally (quiet - mhm, yeah, etc.) and nonverbal (nodding head in agreement) as someone is speaking.
- ✓ Implementing a no-interruption policy in meetings. A study by the University of California found that men are 33% more likely to interrupt women in meetings than they are men. If you notice an interruption that goes unnoticed/unacknowledged, redirect the conversation to the person who was speaking. If ***you*** have been interrupted, feel comfortable to acknowledge it and proceed with your thought.
- ✓ Avoid word fillers such as “uh”, “um”, “just”, etc. Simplify language and do not speak with upward question-like inflections or compound requests (requests that offer two questions/options) -- some women tend to do this.
- ✓ Balance agentic and communal strengths and know when to use them.
- ✓ Do not be afraid to show leadership and confidence (take initiative, share ideas).
- ✓ Support other women in the workplace.
- ✓ Do not take all criticisms as personal attacks on intellect, character, or ability. Do your best to remain strong and objective. Contribute ideas, thoughts, and opinions *knowing* that they carry equal weight in conversation.
- ✓ Boundaries/emotions are healthy. *Everyone* is allowed to have them. Do not feel uncomfortable pointing something out that causes stress or discomfort while remaining professional. This does not make you weak or overly sensitive.
- ✓ Educate yourself about gender and cultural microaggressions. (They can be unintentional/well-intentioned.)
- ✓ Be unapologetically you!

According to a Harvard study, female leadership has shown an increase in educational/career aspirations among women, girls, adolescent girls, and parents of girls. They have also shown a decrease gender gaps and gender-based expectations. When you are the best version of you, this positive energy will be seen and felt by others including your students.

