- The ISS Mary Anne Haas -
WOMEN'S SYMPOSIUM

presents

Reflect and Recharge

Facilitated by Homa Tavangar
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Let’s check in. In the chat please add an adjective describing how you are feeling about the new school year...
How are you feeling about the new school year...
Celebrating A Century of Suffrage...
Women’s Right to Vote TIMELINE – A Complicated History

- 1893: Women voting in the then British colony of New Zealand.
- 1894-1911: Suffrage for non-Aboriginal women in Australia.
- 1906: The Russian Grand Duchy of Finland became first in the world for racially-equal suffrage, with both the right to vote and to stand as candidates.
- 1917: Canada
- 1918: Britain and Germany
- 1919: Austria and the Netherlands
- 1920: United States (ineffective/uneven for Black women and men until 1965 Voting Rights Act)
- 1944: France
- 1952: Greece
- 1971: Switzerland
- 2015: Saudi Arabia
Roots of the suffrage movement can be traced to the **abolition** movement, whose champions called for gender equality alongside an end to slavery as early as the mid-19th century, when abolitionist Sojourner Truth delivered her historic “Ain't I a Woman” speech at the 1851 Women's Convention in Akron, Ohio. In 1866, the poet and abolitionist Frances Ellen Watkins Harper would deliver a rousing speech at the National Women's Rights Convention in New York City. This legacy of bold speech and action continued throughout the next century.
When The Times Opposed Women’s Suffrage

I am not proud of all my predecessors’ views.

By Kathleen Kingsbury
Acting editorial page editor.

Aug. 17, 2020

The Women Who Fought Against the Vote

To understand the suffragists, and why their battle took so long, you also have to understand the anti-suffragists.
July 1848
Courageous women – continually shining a light...
We are here to hit the pause button ...
Self-care can be an act of courage – and even rebellion.
Breathe...
Silence as an act of
• Presence
• Listening
• Humility
• Reflection
• Rooting
• Calming
• Honoring
• Restoring
Some ways to energize, reset stress...

“As long as you are breathing, there is more right with you than wrong with you.” Jon Kabat-Zinn

Slowing breathing can significantly benefit the respiratory, cardiovascular, cardiorespiratory and autonomic nervous systems – and promote tranquility. Source
Practice Anchoring – body, mind, emotions:

Start by digging your heels into the floor.

Then observe: What am I thinking? Feeling in my body? Doing?
Then ask yourself: Is my response: A) Helpful? B) Aligned with my values now? Or C) Related to future worries or a past problem?

While we can get stuck in specific thoughts, stepping back to more generally decide if those thoughts are helpful can get us out of rumination mode.
Music Medicine  https://www.youtube.com/watch?v=UfcAVEjsIsU
Marsha Linehan, from U of Washington, teaches dialectical behavior therapy to regulate intense emotions: immediately lower your body temperature by creating a mini plunge pool for your face. This activates your body’s dive response, which dampens your physiological and emotional intensity. Fill a large bowl with ice water, set a timer for 15 to 30 seconds, take a deep breath and hold your breath while dipping your face into the water. This isn’t conventionally relaxing, but it slows your heart rate, allowing blood to flow more easily to your brain.
Practice Sleep Hygiene
THEY WHISPERS TO HER, "YOU CAN'T WITHSTAND THE STORM."
SHE WHISPERS BACK, "I AM THE STORM."
We have each taken “hits” and confronted tremendous challenges amidst the pandemic. We take each day, day-to-day, instead of wait until it’s all over. It’s step-by-step and not “holding our breath.”
Break-out Rooms:
What is energizing you these days? How might you make more space for yourself – your energy, your voice, your instincts?
Reflections on break-out discussions...
Before we check out:
in chat please share a
word about how you
are you feeling now.

Gracias, Merci, Xiè xiè، شكراً، Thanks!

To reach Homa:
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Before we check out:
in chat please share a word about how you are feeling now.

Calm
Synergy
Connected
Calm.. and a bit tired
Surprisingly well and calm
Feeling calm and restored
Connected to others
Optimistic and calm
Calm and connected
Grateful
Optimistic
Encouraged
We will start at the top of the hour. Please feel free to take a break, get a snack, whatever you need. Or, stay with us to visit until we begin our next section, “Reinforce.”
Reinforce – this is our time to amplify experiences, voices, reflections and to grow
Getting “Meta” on REINFORCE

This first session of the REINFORCE gathering will take a look at what “Reinforcement" means, how to get it in a positive way, and where to look for it.
What Is Reinforcement?
What would you want your reinforcements to look like?

(Other than time) What do you need today?
If You Feel Like You’re Regressing, You’re Not Alone
by Merete Wedell-Wedellsborg
May 22, 2020

We’ve made our coronavirus coverage free for all readers. To get all of HBR’s content delivered to your inbox, sign up for the Daily Alert newsletter.
CRISSES HAVE 3 PSYCHOLOGICAL PHASES:

1. EMERGENCY: Shared clear goals & urgency make us feel energized, focused, & even productive.

2. REGRESSION: We realize the future is uncertain, lose sense of purpose, get tired, irritable, withdrawn, & less productive.

3. RECOVERY: We begin to reorient, revise our goals, expectations, roles, & begin to focus on moving beyond vs. getting by.

ALL OF THIS IS NORMAL REACTION TO ABNORMAL SITUATION.
For those who were able to cycle in to “Recovery”:

• What happened? Those who had been assigned new roles became motivated and energized and with a clear mandate. Everyone was happy not to waste time on non-value input. And the CEO got back “on the balcony,” to borrow a phrase from Harvard Kennedy School professor Ronald Heifetz on the importance of gaining perspective and spending time on the major issues the company is facing.

• You can release energy by resetting your team structure and assigning new responsibilities to capable team members, allowing them to cross-cut stale hierarchies, rigid role definitions, and red tape.

• Hitting re-set as a means of re-energizing...
Break-out Groups:

• Where do you see yourself in the Crisis continuum – Emergency? Regression? Or Recovery?

• How are you coping with the pressure of opening and how are you managing the many forces that pull you into “Regression”?
Reflections
Thank you!

Please reach out with any questions or suggestions:

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