



WIN Newsletter issue 5 – 2019

Some interesting facts and figures that could be applied to help women advance through the dental career hierarchy

By Adela Laverick

Within business today, most would agree that balanced gender diversity at all hierarchy levels is desirable. At WIN we aim to support women to achieve their true professional potential within dentistry. Adela Laverick takes a close look at a business-based diversity document* and discovers some interesting facts and figures that could be applied to help women advance through the dental career hierarchy.

*Advance and HSG Gender Intelligence Report 2019. Advance-hsg-report.ch

Summary of the Report:

This Swiss report consolidates the data of 263,000 employees from 55 companies. It focuses on the topic of fair and impactful promotion practices that promote gender equality.

Is it fair to compare?

A key difference between business and dentistry, is that within business, women need to be promoted. However, within dentistry, for the most part, women need to 'choose' to progress, by opting into further education training and programs. But important lessons can still be learnt from the corporate environment.



Lesson 1: Engage men as inclusive leaders:

'To be truly inclusive it is critical that men actively participate and feel a sense of shared ownership on the topic of (gender) diversity'. Within dentistry, we need to ensure that many male role models and leaders are taking responsibility for encouraging women into more challenging roles. We need to ensure that the male leaders are 'on board' to help us make the changes.

Lesson 2: Promote female role models:

In order to inspire less experienced and younger dentists we need to ensure that there are strong and approachable female role models in positions of influence. WIN aims to bring these role models together and 'to the fore' to ensure that they are more visible to the profession.

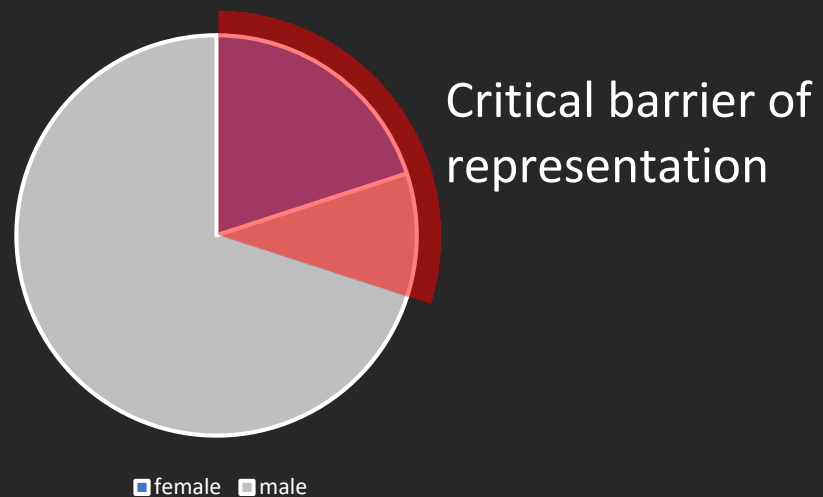
Lesson 3: Allow flexible career paths that allow for different life phases:

Within the corporate industries, starting at the age of 31 years, women start to work less hours, mostly related to family commitments. In business, this is the age when most careers 'take off', and it could be argued that this is also the age when many young dentists make important career decisions. It is inevitable that many women will take time out of their careers to have families. We need to ensure that there are opportunities for women to develop their careers after they have had families, and in a part-time manner, to encourage them to further their education and not miss out on career development milestones.

Lesson 4: Offer young female dentists opportunities:

We need to ensure that young female dentists feel comfortable considering advanced dental training in all fields. They need to feel included in the profession at this level, not excluded and welcome to advance their training and expertise.

level of female representation in implant dentistry in UK



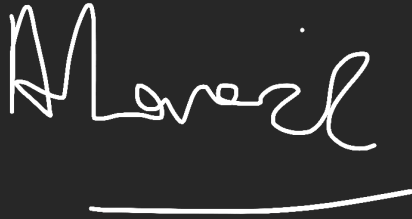
Lesson 5: 30% is the critical barrier of representation:

At 30% level of representation, women are able to influence the organisational culture. Interestingly, in the UK the level of female representation is only in the region of 20% within implant dentistry arenas. At this low level, women will not be able to influence the profession. We need to work together to improve the involvement of female dentists so that women can exert a positive influence on the entire profession and further help and support the younger women entering the profession.

To summarise:

Whilst there are obvious differences between the corporate world and the dental world, there are key lessons that can be learnt from their approach to gender diversity. If we can integrate some of these lessons into our dental work place, they will help us support women to further their careers, and perhaps more critically, support them into positions of influence.

By Dr. Adela Laverick

A handwritten signature in white ink on a dark background. The signature reads "Adela Laverick" in a cursive, flowing script. Below the signature is a long, horizontal white line.