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00:00:04.859 --> 00:00:15.030

Dr. Kimberly DeSimone: Welcome warriors to the advancing women podcast where ambitious women come together to challenge the status quo advance their careers and up level their lives.

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00:00:15.660 --> 00:00:24.180

Dr. Kimberly DeSimone: This is a podcast for ambitious women, but it is also very much a podcast that every man that works with women should listen to.

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00:00:24.870 --> 00:00:30.480

Dr. Kimberly DeSimone: I am Dr Kimberly desimone your host and i'm going to share just a little bit about myself in this first episode.

4

00:00:31.440 --> 00:00:44.130

Dr. Kimberly DeSimone: gender equity and advancing women is my expertise and my great passion it's even more than that, it is my life's work it makes me happy it motivates me and it's how I love spending my time.

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00:00:44.850 --> 00:00:55.620

Dr. Kimberly DeSimone: I have a PhD in leadership my research focuses on women navigating advancement and the leadership pipeline i've been researching and publishing in this area for almost two decades.

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00:00:56.940 --> 00:01:06.390

Dr. Kimberly DeSimone: i'm a tenured professor and a director of a Masters and leadership program and in that program I teach mentor coach and advise graduate students.

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00:01:06.780 --> 00:01:12.810

Dr. Kimberly DeSimone: In many areas of leadership, but I always have a particular focus on diversity equity and inclusion.

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00:01:13.410 --> 00:01:23.640

Dr. Kimberly DeSimone: And the advancement of underrepresented and marginalized groups and the advancement of women in particular is always an important part of what I do in that realm.

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00:01:24.210 --> 00:01:36.660

Dr. Kimberly DeSimone: I have a master's degree in organizational

psychology and an MBA as well, so the PhD and leadership and the masters in Business Administration and the organizational psychology all come together.

10

00:01:37.590 --> 00:01:47.220

Dr. Kimberly DeSimone: As part of the process of understanding the way organizations think and behave the way people in organizations think and behave and the way.

11

00:01:47.730 --> 00:01:52.260

Dr. Kimberly DeSimone: The social, cultural and organizational structures, the.

12

00:01:53.010 --> 00:02:08.610

Dr. Kimberly DeSimone: pop culture, all of these things the way they come together to impact the lived experience, and especially the lived experience of women who are trying to advance and trying to up level and wanting to do that, and sometimes facing barriers.

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00:02:09.690 --> 00:02:21.180

Dr. Kimberly DeSimone: That were unexpected in that process prior to my move to academia, before I became a scholar warrior I spent a decade in corporate America myself.

14

00:02:21.570 --> 00:02:34.230

Dr. Kimberly DeSimone: You know navigating advancement in the fortune 500 so I have navigated that it's pipeline i've seen the broken advancement pipeline, in addition to researching it i've lived it i've seen.

15

00:02:34.680 --> 00:02:49.950

Dr. Kimberly DeSimone: women live it i've researched about it for a long time I have been there and I also study it so it's a combination of theory and scholarship but also a real understanding and a lived experience myself from that realm.

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00:02:50.670 --> 00:02:55.440

Dr. Kimberly DeSimone: One of the great things about this podcast is that it is grounded in the scientific study.

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00:02:55.830 --> 00:03:10.290

Dr. Kimberly DeSimone: Of the lived experience of women in the

workforce so you'll hear me integrating evidence based theories frameworks and best practices, but I also talk a lot about the pragmatic implications of these theories theories and frameworks.

18

00:03:11.430 --> 00:03:17.940

Dr. Kimberly DeSimone: How they fit into your everyday professional experiences, the barriers and challenges that you face the.

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00:03:18.480 --> 00:03:28.380

Dr. Kimberly DeSimone: interruptions the times you feel stuck the frustrations all of these things oftentimes are grounded in theories that people don't always understand.

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00:03:28.770 --> 00:03:44.790

Dr. Kimberly DeSimone: The things that make you feel stuck this podcast is about applying scientific theory to practical problems, you will take away learning and advancement tools, but these tools are grounded in the scientific.

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00:03:46.200 --> 00:03:54.660

Dr. Kimberly DeSimone: theories and framework, so you can put these ideas into actions, a lot of people have opinions, a lot of people believe a lot of things.

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00:03:54.960 --> 00:04:12.120

Dr. Kimberly DeSimone: it's really important that we can distinguish what we know from what we think and how we can learn and know and use that again to put into practice action that will help us in our advancement and help us in navigating our up leveling and advancement in our lives.

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00:04:13.230 --> 00:04:26.430

Dr. Kimberly DeSimone: There is so much research that confirms a host of unique limitations and barriers and obstacles that are present for women wanting to advance, especially within those top level.

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00:04:26.820 --> 00:04:35.070

Dr. Kimberly DeSimone: And when I say top level i'm talking about high paying highly sought after roles roles of influence places where decisions are being made.

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00:04:35.610 --> 00:04:52.680

Dr. Kimberly DeSimone: This podcast will tackle the barriers and beliefs that keep talented ambitious go getter women like yourselves from advancing to positions of power, pay and prestige, it is all about helping women claim their rightful seat at the table.

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00:04:53.670 --> 00:05:00.780

Dr. Kimberly DeSimone: Although we will discuss the inequities and barriers, this is not a place for victim mentality and I don't want anyone to think that.

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00:05:01.440 --> 00:05:11.880

Dr. Kimberly DeSimone: This is a podcast where pragmatism meets empathy So yes, we have to be practical, about the realities and we can't just sit here and say.

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00:05:12.210 --> 00:05:21.960

Dr. Kimberly DeSimone: Well, this is an unfair, but at the same time, we need to be empathetic and understand that we don't always have to carry the weight of of all of these inequities on our shoulders.

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00:05:22.710 --> 00:05:34.770

Dr. Kimberly DeSimone: This podcast again is where pragmatism meets apathy and the mantra that you're going to hear and that guides everything we talked about at the advancing women podcast is it's not your fault.

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00:05:35.370 --> 00:05:47.280

Dr. Kimberly DeSimone: But it is your problem, and what do we mean by that it's not your fault, there are barriers and biases and the good old boys club and all types of social and structural.

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00:05:48.390 --> 00:06:00.300

Dr. Kimberly DeSimone: barriers in place that have nothing to do with you that you have no blame and and in no way are fair or equitable for you, that said.

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00:06:01.020 --> 00:06:13.350

Dr. Kimberly DeSimone: It is your problem, because those wanting to advance do you have to in fact advance in spite of transcendence transcend in spite of those barriers biases good old boys clubs all of it.

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00:06:15.180 --> 00:06:26.280

Dr. Kimberly DeSimone: This mantra has emerged in large part from what is called the false dilemma fallacy, it is so prevalent it too often divides women.

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00:06:26.850 --> 00:06:38.430

Dr. Kimberly DeSimone: who ultimately have the same goal for women to thrive in advance in every area of their lives professionally and personally So what is the false dilemma fallacy, and what does it mean to you.

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00:06:39.630 --> 00:06:51.390

Dr. Kimberly DeSimone: The false dilemma fallacy is a logic fallacy that misleads by presenting complex issues in terms of to inherently opposed sides, you know it's black and white.

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00:06:51.750 --> 00:07:01.080

Dr. Kimberly DeSimone: And the problem with that is it over simplifies it fails to acknowledge a full spectrum of possible stances it's not an either or.

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00:07:01.380 --> 00:07:08.700

Dr. Kimberly DeSimone: The false dilemma fallacy asserts that there are only two mutually exclusive outcomes and that itself is a false premise.

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00:07:09.210 --> 00:07:17.520

Dr. Kimberly DeSimone: It is an oversimplification of a very complex issue and issues of women's advancement are too often over simplified.

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00:07:18.090 --> 00:07:23.970

Dr. Kimberly DeSimone: You get these five point Google search bullets, you know five ways to advance in your career.

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00:07:24.420 --> 00:07:32.490

Dr. Kimberly DeSimone: And that's just such an oversimplification of an incredibly complex system and a structures that really need to be understood.

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00:07:32.970 --> 00:07:41.100

Dr. Kimberly DeSimone: At a much deeper level So what are the two opposing sides presented in the false dilemma fallacy here as it

relates to this podcast.

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00:07:41.550 --> 00:07:47.010

Dr. Kimberly DeSimone: Well, on one side of the debate and the discussion and even the research about.

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00:07:48.000 --> 00:08:04.110

Dr. Kimberly DeSimone: women's advocacy and advancing women you've got this kind of advocacy power position the smash the patriarchy type of ideology we're advocating for the deconstruction of the patriarchy and a system that has historically benefited and privileged men.

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00:08:05.280 --> 00:08:17.310

Dr. Kimberly DeSimone: is a big part of what we hear and it can be inspiring and it can be empowering but the opposition to the I ideology tends to position, this way of thinking and this mindset as a victim mentality.

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00:08:18.150 --> 00:08:27.150

Dr. Kimberly DeSimone: That somehow complaining and turning over your power to circumstances that are out of your control doesn't serve you and I think that there's some truth in that that said.

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00:08:27.750 --> 00:08:41.160

Dr. Kimberly DeSimone: That message is important, it is important to hold this tasteful constructs that's don't serve certain groups, up to the light to name them and to talk about the inequity of them, but on the other side.

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00:08:41.910 --> 00:08:48.930

Dr. Kimberly DeSimone: kind of the direct opposition if we're looking at a fallacy a false dilemma fallacy and saying well we've got this match the patriarchy group over here.

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00:08:49.260 --> 00:08:56.130

Dr. Kimberly DeSimone: On the other side we've got what I call the suck it up Buttercup group right the pragmatic to a fault ideology.

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00:08:56.460 --> 00:09:05.490

Dr. Kimberly DeSimone: Why waste time talking about an equity when we should just be doing what we have to do to transcend those barriers, and this is often positioned as empowerment.

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00:09:06.090 --> 00:09:11.310

Dr. Kimberly DeSimone: That said, it can unfortunately reinforce a narrative that this is a man's world.

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00:09:12.060 --> 00:09:22.470

Dr. Kimberly DeSimone: And they make the rules that's the House and, if you want to win the House always wins it's a man's world those who wish to survive and dare we even say thrive must adapt.

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00:09:23.100 --> 00:09:37.920

Dr. Kimberly DeSimone: And, here again, is the problem with the false dilemma fallacy, the premise that it's one or the other smash the patriarchy or suck it up Buttercup and the truth is it's actually both, and neither.

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00:09:39.210 --> 00:09:45.660

Dr. Kimberly DeSimone: What do I mean by that well, of course, part of women's advancement is challenging assumptions about gender differences.

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00:09:46.260 --> 00:10:00.750

Dr. Kimberly DeSimone: That create barriers, the descriptive and prescriptive stereotypes and I mean the stereotypes that describe what men and women are like and the prescriptive stereotypes that prescribe what men or women should be like.

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00:10:01.170 --> 00:10:10.860

Dr. Kimberly DeSimone: We need to talk about that we need to acknowledge that reality and we need to think about what that means for women's advancements and, of course, we need to hold this.

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00:10:11.280 --> 00:10:20.760

Dr. Kimberly DeSimone: distasteful social constructs and expectation and practices, up to the light name them call them out hold people accountable for them.

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00:10:21.330 --> 00:10:34.260

Dr. Kimberly DeSimone: It empowers us to advocate against the named and equity and the status quo and, as we do this, it creates legitimacy in terms of the need to create a more equitable advancement landscape, but alone.

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00:10:35.040 --> 00:10:45.960

Dr. Kimberly DeSimone: It can feel daunting even leave you feeling helpless or like the problem is just too big to transcend and there's just no way you're ever going to win and you might as well resign yourself to it.

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00:10:46.320 --> 00:10:54.420

Dr. Kimberly DeSimone: And all of those things, and that doesn't serve us either, and of course on the you know pragmatic suck it up Buttercup side, as they say in Vegas.

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00:10:54.810 --> 00:11:03.570

Dr. Kimberly DeSimone: The House always wins, so too often and the research shows this and we'll talk about this over and over again, unfortunately too often.

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00:11:04.560 --> 00:11:15.030

Dr. Kimberly DeSimone: People do the things all the things the sucking it up and it leaves when feeling disheartened and stuck you've done all the things and Ben some you've work twice as hard for less.

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00:11:15.300 --> 00:11:21.720

Dr. Kimberly DeSimone: you've followed all the the advice on how to advance and still it doesn't pan out.

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00:11:22.170 --> 00:11:26.310

Dr. Kimberly DeSimone: And you're sitting there and you're rubbing your head you're saying I don't understand i've done all the things.

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00:11:26.700 --> 00:11:33.390

Dr. Kimberly DeSimone: Why am I not seeing you know the promise at the end of that, and again I go back to, as they say in Vegas the House always wins.

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00:11:33.810 --> 00:11:44.370

Dr. Kimberly DeSimone: You know, when we play by rules that aren't meant for us to win, we often don't and I have found in my research and in the research of many, many.

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00:11:44.850 --> 00:12:02.220

Dr. Kimberly DeSimone: feminists scholars and leadership scholars, that the whole dilemma in general can be very upsetting and can lead to an almost over correction right, so what happens is we, as women when I say an over correction, we as women have been stead.

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00:12:03.240 --> 00:12:15.180

Dr. Kimberly DeSimone: Fast fed a diet of you are in control of your own destiny own your power, all of these mantras and media messages disguised as empowerment, but ultimately.

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00:12:15.540 --> 00:12:20.610

Dr. Kimberly DeSimone: end up placing the blame for women's lack of advancement on the shoulders of the women themselves.

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00:12:21.090 --> 00:12:35.910

Dr. Kimberly DeSimone: Failing to recognize the many well entrenched and persistent structural, social, cultural and organizational embedded biases and barriers which actually serve to hold talented and capable highly qualified women back.

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00:12:36.660 --> 00:12:43.170

Dr. Kimberly DeSimone: The fallacy, of course, is that these ideas ideologies are opposed versus two sides of the same coin.

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00:12:43.680 --> 00:12:54.420

Dr. Kimberly DeSimone: We need to understand, an advocate against the inequities absolutely, but we also need to be practical in our everyday actions to ensure that we have the right mindset.

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00:12:54.870 --> 00:13:02.940

Dr. Kimberly DeSimone: The right skill set and the right tool set to advance thrive and transcend the inequities, but we can.

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00:13:03.300 --> 00:13:14.220

Dr. Kimberly DeSimone: We must do so without owning the blame without carrying the weight of the inequities on our shoulders, hence the mantra that guides the podcast.

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00:13:14.640 --> 00:13:22.500

Dr. Kimberly DeSimone: it's not your fault, but it is your problem, so you do need to accept this reality, but you don't need to own the blame.

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00:13:23.340 --> 00:13:29.970

Dr. Kimberly DeSimone: The mindset piece when I said, you know, this is about mindset and skill set and tool set a lot of this particular mantra.

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00:13:30.270 --> 00:13:42.660

Dr. Kimberly DeSimone: Is the mindset piece, coming from a place of empathy and that is critical this podcast is where empathy meets pragmatism empathy, it is not your fault.

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00:13:43.650 --> 00:13:54.180

Dr. Kimberly DeSimone: pragmatism, but it is your problem, you know I I published a study of a couple years ago where I did a series of one hour interviews with.

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00:13:54.810 --> 00:14:01.800

Dr. Kimberly DeSimone: over a dozen women in the fortune 500 actually in a fortune 100 company and these women had by been identified.

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00:14:02.220 --> 00:14:16.200

Dr. Kimberly DeSimone: By leadership in their organization as top talent high potential, I mean, these were highly educated highly qualified ambitious women who were on track for advancement in their organization.

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00:14:16.950 --> 00:14:29.880

Dr. Kimberly DeSimone: I was so surprised, as the interviews went on to hear how frequently women in the study internalized professional barriers to advancement as personal or self imposed.

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00:14:30.270 --> 00:14:37.230

Dr. Kimberly DeSimone: Rather than organizational or societal there is a strong personal responsibility narrative to career advancement.

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00:14:37.590 --> 00:14:51.870

Dr. Kimberly DeSimone: That is reinforced consistently in organizational messaging advancement in training programs and you've probably you know you've heard these messages that tend to have a very empowering surface level tone, you are the.

83

00:14:52.170 --> 00:15:04.080

Dr. Kimberly DeSimone: architect of your own life, you are the controller of your own destiny, we have these opportunities in the organization that are designed to help women advance, and so you hear this messaging that affirms.

84

00:15:04.440 --> 00:15:15.450

Dr. Kimberly DeSimone: That you are in fact the controller of your life, and if you just do all of the right things that the outcomes will be there and so much of this messaging in the media affirms that.

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00:15:15.990 --> 00:15:25.680

Dr. Kimberly DeSimone: The message of even with undertones of self blame when you hear things like just lean in and i'm not knocking leaning in I am a big Sandberg fan, and I.

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00:15:26.040 --> 00:15:31.590

Dr. Kimberly DeSimone: sheryl Sandberg and I, I think that there are great takeaways from leaning in and.

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00:15:32.130 --> 00:15:41.160

Dr. Kimberly DeSimone: prioritizing certain things in your career or in your goals to advance, but sometimes the suggestion is that it's because you're not leaning in.

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00:15:42.060 --> 00:15:56.610

Dr. Kimberly DeSimone: I see books, you know articles stop getting in your own way, women are opting out to be with families, you need to learn to negotiate it's in books articles news stories training programs internal internally Everywhere you turn.

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00:15:57.510 --> 00:16:05.100

Dr. Kimberly DeSimone: Even in those women's advancement initiatives in organizations there's this undertone this premise of how do we help fix.

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00:16:05.550 --> 00:16:16.200

Dr. Kimberly DeSimone: Women, how do we help it doesn't say let's help fix women, but you hear you know how do we help fix the things that are holding women back, and the answer is a host of.

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00:16:16.590 --> 00:16:25.590

Dr. Kimberly DeSimone: Personal character attributes that women are made to believe they are not doing well enough, and if they could just do them better.

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00:16:25.860 --> 00:16:35.640

Dr. Kimberly DeSimone: You know, things like women lack assertiveness they lack decisiveness, they don't negotiate if women would just negotiate you know why you're not getting the same money as men because you're not negotiating it.

93

00:16:35.910 --> 00:16:45.090

Dr. Kimberly DeSimone: i'm sure everyone listening has heard that at some point, seeing the articles read the news stories heard the the presenters talking about you've got to negotiate and i'm not saying you don't.

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00:16:45.510 --> 00:16:55.530

Dr. Kimberly DeSimone: But hearing you lack decisiveness you don't negotiate your you know you can't balance work and motherhood, the lack of desire for power, you know women just don't want power as much.

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00:16:55.860 --> 00:17:06.540

Dr. Kimberly DeSimone: These are the type of messages that the media loves they gain so much traction and the idea is that women are somehow broken.

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00:17:07.020 --> 00:17:18.120

Dr. Kimberly DeSimone: Or that we need to fix women and get them to where they quote need to be and quote that women can fix the problems for ourselves fix the women fix the problem.

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00:17:18.510 --> 00:17:26.370

Dr. Kimberly DeSimone: And the truth is often it's about fixing the pipeline more fixing the pipeline for advancement for women and less fixing the women.

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00:17:27.750 --> 00:17:38.490

Dr. Kimberly DeSimone: And let me say this loud and clear, this is critical, you are not broken, you do not need to be fixed.

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00:17:39.210 --> 00:17:49.740

Dr. Kimberly DeSimone: That is not going to be the difference maker, you are not broken, you are divinely talented and capable and able and qualified.

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00:17:50.520 --> 00:18:08.370

Dr. Kimberly DeSimone: Now i'm all for empowerment i'm all for being a part of our solution, but we do have to balance that empowerment packaging that bias is often wrapped in that we can somehow mentor sponsor coach and train our way to the top.

101

00:18:08.910 --> 00:18:20.370

Dr. Kimberly DeSimone: It just fails to address the full complexity of the problem and all of the structural organizational social, cultural societal barriers that are present for women.

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00:18:21.270 --> 00:18:31.950

Dr. Kimberly DeSimone: And yet, practically though I get it, we have to persevere, we must transcend but we don't have to be brainwashed about it.

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00:18:32.760 --> 00:18:39.300

Dr. Kimberly DeSimone: We don't have to own the flaw or the fault, we can have a system and a.

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00:18:39.690 --> 00:18:48.510

Dr. Kimberly DeSimone: organization or a society that is inequitable through no fault of ours and understand that, without placing any of the blame on our shoulders.

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00:18:48.840 --> 00:19:04.290

Dr. Kimberly DeSimone: And I said earlier, that in this podcast we're going to be focusing on the full complexity of advancement from mindset to skill set to toolset advancement is about what you think what you know and what you do.

106

00:19:04.950 --> 00:19:14.160

Dr. Kimberly DeSimone: it's just that simple, we look at what you think what you know and what you do and you can enhance your skill set and toolset in ways that will be beneficial.

107

00:19:14.460 --> 00:19:29.730

Dr. Kimberly DeSimone: in overcoming biases and thriving despite

perhaps even because of your resilience to bias and inequity your anti fragility your ability to advance and up level your life, in spite of despite even because of.

108

00:19:30.270 --> 00:19:45.120

Dr. Kimberly DeSimone: All of the honing of the skills that were necessary to get you to that great place where you're ready, and we do a lot of that we're going to talk about the kinds of skills and the types of tools that can help with event with advancement, but.

109

00:19:46.350 --> 00:19:52.860

Dr. Kimberly DeSimone: to transcend barriers, you do not have to subscribe to how am I getting in my own way.

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00:19:53.400 --> 00:20:07.920

Dr. Kimberly DeSimone: How is this my fault you don't have to say how is this my fault or how am I getting in my way to say what things can I do, even if sometimes those things are things I shouldn't have to do, even if sometimes those things are so emotionally laboring and exhausting.

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00:20:08.940 --> 00:20:20.520

Dr. Kimberly DeSimone: You can think about it a little differently, we can transcend and thrive without carrying that weight that blame on our shoulders and that is a critical mindset piece, when we talk about mindset skill set tool set.

112

00:20:21.000 --> 00:20:35.550

Dr. Kimberly DeSimone: It is absolutely okay more than okay advisable, even to say that some sexist crap some inequitable bullshit is going on right there, that is not my fault, and it is not something I should have to deal with.

113

00:20:36.330 --> 00:20:47.490

Dr. Kimberly DeSimone: But unfortunately I do have to deal with it and luckily i'm a badass so I can but I don't have to carry the weight of the blame of it, I am done with that.

114

00:20:47.790 --> 00:20:56.580

Dr. Kimberly DeSimone: We all need to be done with it, we need to be done, thinking that there's something in us that we need to fix to be good enough, because that is just not true.

115

00:20:57.210 --> 00:21:20.070

Dr. Kimberly DeSimone: And some may see the distinction as semantics right, but it is important it's of paramount importance being able to have that mindset that mantra it's not my fault, but it is my problem is not a victim mentality it couldn't be further from a victim mentality, it is a warrior mentality.

116

00:21:21.450 --> 00:21:25.440

Dr. Kimberly DeSimone: I will leave you each podcast with what I call a manifest statement.

117

00:21:25.920 --> 00:21:33.030

Dr. Kimberly DeSimone: You know how does this manifest in your life right if you're going to spend time listening how's it going to help how's this going to manifest what i'm hearing and learning.

118

00:21:33.330 --> 00:21:41.340

Dr. Kimberly DeSimone: And you know, as I learn new things and understand things differently How does that manifest tangibly and pragmatically in my life so here it is.

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00:21:42.690 --> 00:21:53.370

Dr. Kimberly DeSimone: This week today even probably but every day, you will likely, no doubt encounter inequities barriers and biases.

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00:21:53.730 --> 00:22:04.890

Dr. Kimberly DeSimone: And you will simultaneously encounter blame disguised as empowerment, it is the wolf in sheep's clothing that suggests, you need to either play the victim or suck it up.

121

00:22:05.340 --> 00:22:15.240

Dr. Kimberly DeSimone: That false dilemma fallacy rearing its ugly head and when this happens, do not turn that criticism inward.

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00:22:15.720 --> 00:22:34.110

Dr. Kimberly DeSimone: That is not a necessary step to advance remember the mantra that will allow you to persist and transcend without turning the blame inward it's not your fault, but it is your problem and we're going to work through that each week together.

123

00:22:35.340 --> 00:22:43.650

Dr. Kimberly DeSimone: Thank you so much for spending, this time with me please if you love what you've heard today and you're excited and interested in you're a warrior.

124

00:22:43.950 --> 00:22:57.450

Dr. Kimberly DeSimone: Who wants to transcend and thrive tune in next week and, if you like, the podcast hit the subscribe button and or leave a review, you can follow me on instagram at advancing women podcast.

125

00:22:57.990 --> 00:23:16.530

Dr. Kimberly DeSimone: or visit my website [www dot advancing women podcast.com](http://www.advancingwomenpodcast.com) that's [www.ad va nc I n G w O n E n P O D CA st.com](http://www.advancingwomenpodcast.com) advancing women podcast COM.

126

00:23:17.010 --> 00:23:32.550

Dr. Kimberly DeSimone: I want to thank my producer Joe Jacob, he is the audio warrior who wrote the music for the podcast which I love and produce the podcast and heather Harris, the creative warrior who designed the advancement advancing women podcast logo.

127

00:23:33.900 --> 00:23:41.880

Dr. Kimberly DeSimone: Thanks to my producer Joe Jacob, the audio warrior who wrote the music for this podcast that's awesome that I love so much.

128

00:23:42.270 --> 00:23:57.060

Dr. Kimberly DeSimone: And is producing a podcast and to heather Harris, a special shout out to the creative warrior who designed the advancing women podcast logo, which I love so much, and I am so grateful for looking forward to meeting with you again next week.