

LEAN IN



International Women's Day

# INTERNATIONAL WOMEN'S DAY

Resources for Organizations

“Championing Equality in the Workplace”

INFORMATION FOR EVENT MODERATORS

# Overview: session goals

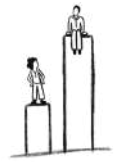
- Provide a snapshot of the state of women in the workplace, and how we can all help to create a more equal world in 2020 and beyond
- Discuss research-backed recommendations for the role each of us as individuals can play, to champion equality in the workplace
- Guide individuals to commit to one action to support #EachforEqual this year

# 1 Hour meeting agenda

- State of women in the workplace: unequal playing field (5 minutes)
- LeanIn.Org's theory of change (5 minutes)
- Group Activity\*: What you can do (35 minutes)
- Commit to your #EachforEqual One Action (10 minutes)
- Discover more from Lean In (5 minutes)

**\*Note:** This presentation works well for large groups, however during the activity we recommend you split the room into small discussion groups of 6-12 people

# How Lean In supports companies to create more equal workplaces all year



## WOMEN IN THE WORKPLACE

*To help companies understand the systemic barriers that are holding women back in the workplace*



## 50 WAYS TO FIGHT BIAS

*To help companies combat bias in hiring and promotions and empower employees to challenge bias when they see it.*



## LEAN IN CIRCLES

*To empower women through peer-support, skill building and mentorship at scale*

We partner with over 3000 companies worldwide who use Lean In programs to help achieve their specific organizational goals for diversity and inclusion. Learn how Lean In programs can support your company too.

**Register [here](#) to learn more**

# CHAMPIONING EQUALITY IN THE WORKPLACE

Brought to you by [LeanIn.Org](https://leanin.org)

[#EACHFOREQUAL](https://twitter.com/LeanInOrg) [#IWD2020](https://twitter.com/LeanInOrg)

# Discover more tips to champion equality in the workplace



[Tips for Managers](#)



[Tips for Mentees and Mentors](#)



[Tips for Male Allies](#)



[How to be a role model to girls](#)



[Negotiation tips for women](#)

# Discover more from Lean In



Tilted: A Lean In Podcast  
[leanin.org/tilted](https://leanin.org/tilted)



Raise awareness of the pay gap  
[leanin.org/equal-pay](https://leanin.org/equal-pay)



Challenge gender bias in elections  
[leanin.org/2020](https://leanin.org/2020)



Research: Women in the Workplace  
[leanin.org/women-in-the-workplace-2019](https://leanin.org/women-in-the-workplace-2019)



Challenge gender bias in the workplace  
[leanin.org/50ways](https://leanin.org/50ways)

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PRESENTATION STARTS ON NEXT SLIDE



# AGENDA

- 01 Why we are here: The unequal playing field
- 02 Group activity: What you can do
- 03 Commit to your #EachforEqual one action

01

# WHY WE ARE HERE: THE UNEQUAL PLAYING FIELD

It's 2020, and we are far from living in an equal and inclusive world

# Women lead only 14 of 195 countries

Source: Based on calculations by LeanIn.Org researcher, February 6, 2019;  
Image: Larry French / Getty Images Entertainment / Getty Images

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# Women are paid 23% less globally

Data source: UN Women  
Image: Getty Images

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# Only 7% of Fortune 500 Companies are run by women

Source: Fortune, Jan 2020  
Image: Thomas Barwick / DigitalVision / Getty Images

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At this rate, it will take almost 100 years to get to gender equality

Source: UN Women;  
Image: Jasmin Merdan/Moment/Getty Images



## Yet we know that...

- ☑ Companies with more women in leadership roles perform better and have better family policies
- ☑ Diverse teams are often more innovative, productive, and have greater profits
- ☑ Employees on diverse and inclusive teams put in more effort, stay longer, and demonstrate more commitment



Fed up with  
the status quo?  
Us too.





# LeanIn.Org's theory of change

LeanIn.Org helps women achieve their ambitions and works to create an **equal** world through:



## Addressing systemic barriers in companies

*Lean In and McKinsey's Women in the Workplace report helps companies understand the systemic barriers that are holding women back in the workplace*



## Challenging gender bias

*We help companies combat bias in hiring and promotions and empower employees to challenge bias when they see it through our 50 Ways to Fight Bias Program*



## Empowering women

*We empower women through peer-support, skill building and mentorship at scale with Lean In Circles*

**This International Women's Day we can all play a role in empowering the women around us.**

02

# WHAT YOU CAN DO

We can all make a difference in creating a more equal world.

#EachforEqual

# Group Activity

Break into small group of 6-12 people.

In your groups:

- Guess the answer to the icebreaker card
- Learn about the various barriers women face in the workplace
- Discuss how these situations play out in your workplace
- Discover tips for how you can take action to address these barriers

*You will have about 5-7 minutes to discuss each situation.*

# 01 QUESTION

How many times more often  
do men interrupt women than  
other men?

## ANSWER

# Almost 3x more often<sup>1</sup>

**If you watch coworkers at the same level in meetings, you'll likely notice that more men sit in the front and center seats.** While women tend to gravitate toward the end of the table and edge of the room, away from positions that convey status.

Women also get less airtime in group discussions<sup>2</sup> and they are interrupted more<sup>3</sup> —by both men and women—and given less credit for their ideas<sup>4</sup>.

# Action: Make sure **women's ideas** are heard

- Look for ways to shape the conversation. When a woman is interrupted, interject and say you'd like to hear her finish. When a coworker runs away with a woman's idea, remind everyone it originated with her by saying, "Great idea...thanks to Ava for surfacing it."
- If you see a woman struggling to break into the conversation, say you'd like to hear other points of view.

*When you advocate for your women coworkers, they benefit—and you're seen as a leader. Moreover, meetings are most effective when everyone's best thinking is heard.*



## 02 QUESTION

In a study of performance reviews, what % of women received negative feedback on their personal style such as “You can sometimes be abrasive”?

And what % of men received that same type of feedback?

## ANSWER

# 66% of women and 1% of men<sup>5</sup>

**Men are expected to be assertive and confident, so coworkers welcome their leadership. In contrast, women are expected to be nurturing and collaborative, so when we lead, we go against expectations—and often face pushback from men and women<sup>6</sup>.**

The problem is that women need to assert ourselves to be effective. This “likeability penalty” often surfaces in the way women are described, both in passing and in performance reviews. When a woman speaks in a direct style or pushes her ideas, she is often called “aggressive” and “ambitious.” When a man does the same, he is seen as “confident” and “strong.”



# Action: Challenge the likeability penalty

- When you hear a woman called “bossy” or “shrill,” request a specific example of what the woman did and then ask, “Would you have the same reaction if a man did the same thing?” In many cases, the answer will be no.
- When you’re having a negative response to a woman at work, ask yourself the same question (“Would you have had the same reaction if a man did the same thing?”) and give her the benefit of the doubt. Odds are she’s just doing her job.



# 03

## QUESTION

According to a recent study by a Harvard PhD candidate in economics, men get about the same amount of credit when they write a research paper with a mixed gender team as they do when they're the sole author.

In contrast, how much credit do women get when they write a paper as part of a team with a man on it?

ANSWER

# Almost zero credit<sup>7</sup>

**Women are often given less credit for successful outcomes and blamed more for failure.<sup>8</sup>**

Moreover, women and men respond to recognition differently. Women often credit our accomplishments to external factors such as “getting lucky” and “help from others,” while men attribute theirs to innate qualities and skills.<sup>9</sup> They own their success, and we undermine ours. Conversely, when women celebrate our own accomplishments, we are often penalized for self-promotion.<sup>10</sup> As a result of these dynamics, women’s contributions can go unnoticed.

# Action: Celebrate **women's accomplishments**

- Get together with a group of women and agree to celebrate one another's successes whenever possible. Although women are often penalized for promoting ourselves, you can lift up other women, and they can do the same for you.
- When you introduce women coworkers, highlight their credentials and accomplishments—for example, you might say, “Leila was in charge of our most recent product launch, and it generated more sales than any other initiative this year.”



## 04 QUESTION

In a recent analysis of hundreds of performance reviews, 60% of the developmental feedback men received was linked to specific business outcomes. What % did women receive?

## ANSWER

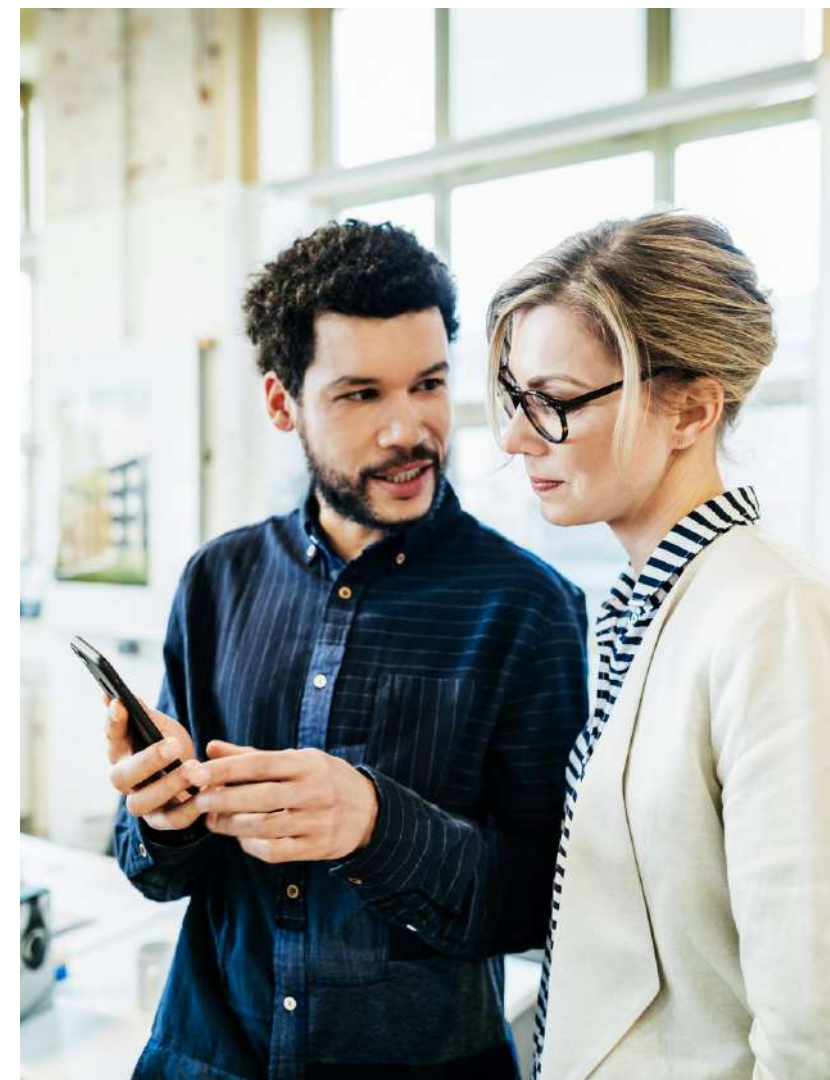
40%<sup>11</sup>

**While men get specific recommendations for improving their performance, women hear more generic feedback that's harder to act on, such as "Good job" or "You need more presence in meetings."<sup>12</sup>**

Men may hesitate to give critical feedback to women for fear of eliciting an emotional response<sup>13</sup>—and this is likely the case for women, too. Unfortunately, this lack of input slows women down; it's hard to build skills and advance if you don't know what to do.

# Action: Give women **specific feedback**

- Women often receive less—and less helpful—feedback. Actively look for opportunities to give the women you work with input that can help them learn and grow.
- Whenever possible, share your feedback live and in the moment, when it's most effective. Remember that holding back for fear you'll upset someone doesn't benefit her.
- Treat feedback as a gift and solicit it often—you'll benefit from the input, and ideally your women coworkers will follow your lead.



# 05

## QUESTION

What % of Black women have never had a formal interaction with a senior leader at their company?



## ANSWER

59%<sup>14</sup>

**Mentorship and sponsorship are key drivers of success, but unfortunately women—and particularly women of color—often miss out.**

We're often drawn to people from similar backgrounds. The problem is this can disadvantage people who aren't like us—and this is especially true when we're in positions of power. Men tend to gravitate toward mentoring other men because they have shared interests.<sup>15</sup>

As a result, women are less likely to have mentors who advocate for and promote them (this is especially true for women of color), and this type of sponsorship is ultimately what opens doors and creates opportunities.<sup>16</sup> These disparities help explain why fewer women end up in leadership roles.

# Action: Mentor and sponsor women

*Commit the time and energy to mentor women...*

- If you're early in your career, don't underestimate the value of your input—you may have just been through what a woman starting out is experiencing.
- If you're more senior, go beyond offering advice and use your influence to advocate for your mentee. Sponsorship is a great way for women leaders to reach back to help women early in their careers.



03

**WHAT ACTION WILL YOU  
TAKE THIS YEAR TO CREATE  
A MORE EQUAL WORKPLACE?**



**We all have a role to play in creating a more equal world—what One Action will you take?**

“My #EachforEqual One Action for this year is...:”

*Take 10 minutes for everyone in your group to share their one action*



# Stay connected with Lean In



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@leaninorg



@LeanInOrg

# Endnotes

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3. Snyder, "How to Get Ahead as a Woman in Tech."
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6. Madeline E. Heilman, "Gender Stereotypes and Workplace Bias," *Research in Organizational Behavior* 32 (2012): 113–15.
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12. Ibid.
13. Ibid.
14. LeanIn.Org and McKinsey & Company, *Women in the Workplace 2018*, <https://leanin.org/women-in-the-workplace-report-2018/men-still-outnumber-women-at-every-level>
15. LeanIn.Org and McKinsey & Company, *Women in the Workplace 2015*, [http://womenintheworkplace.com/ui/pdfs/Women\\_in\\_the\\_Workplace\\_2015.pdf?v=5](http://womenintheworkplace.com/ui/pdfs/Women_in_the_Workplace_2015.pdf?v=5)
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