

Disruptive ideas and actions to

#BreakTheBias

An intimate and engaging discussion about how these leading organisations are making progress, and where like so many of us, there is more to do...



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International
Women's Day
2022

What they shared...

Be conscious of the 'Elephant' and 'Mice' metaphor, and how different their experiences are.

Look below the surface of the data to see the real challenges (engagement, retention, etc. of females).

There is no doubt about the business value for having diverse teams – according to Gartner they outperform homogenous teams by 50%.

Data is a powerful ally for DEI and for encouraging people to speak up – it almost speaks for itself.

Women only apply for roles when they are confident they can fulfil 90-95% of the role, whereas with men its more like 50-60%. Be the woman who just goes for it!

Consider the framing of 3 people in the room will be allies, 6 will be neutral and 1 will be a resistor. We can accidentally hold ourselves back as women by focusing too much on the 1.

Recognise and acknowledge those making the effort to encourage others to speak up.

What works is the book that shares the story of the 30% tipping point, after which the snowball impact of women's presence starts to happen, noting the powerful story from India.

D&I links shared...

- [Do your diversity initiatives promote assimilation over inclusion?](#)
- [Women in the Workplace – Study report](#)
- [What Works: Gender equality by design – Iris Bohnet talks at Google](#)
- [Radical Candor – be a kick-ass boss book](#)





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