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Power and Gender: Find Your Power
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Make Sure Women Have a Seat at the Table:

“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. We are interrupted more—by both men and women—and given less credit for our ideas.” -LeanIn.org

Tools & Tips:

- Sit in on decision-making meetings for conferences and panels. When planning meetings include at least one woman among the conveners, the proportion of female speakers increased by 72 percent compared with symposia convened by men alone.
http://www.eurekalert.org/pub_releases/2014-01/aeco-bco010214.php
- Pay attention to who is speaking up in a meeting and where people are sitting. Set a good example by sitting front-and-center and speaking up in meetings—and encourage women to do the same.
- Look for ways to shape the conversation to be inclusive of everyone.
- When a woman is interrupted, interject and say you’d like to hear her finish.
- Make sure everyone is at the table, including entry-level and secretarial staff, which may include more women.
- When a coworker runs away or is credited with a previous female speaker’s idea, remind everyone it originated with her by saying, “Great idea . . . thanks to Katie for surfacing it.”
- If you see a woman struggling to break into the conversation, say you’d like to hear other points of view.
- Have conversations about gender in the workplace with your staff team to help your colleagues be aware of ways they may be taking space and its impact on the group.
- Reach out to organizations directly when their promotional materials reinforce gender biases (eg. Israeli tech internship video only featuring male students). Offer constructive suggestions to help fix the problem.
- As allies, commit to ensuring women are included in meetings to plan conferences and panels. Also, ask who else is on a panel when asked to speak. If only men are mentioned, only accept once a woman is included. Consider this tactic for other forms of diversity as well.

- Supervise up to your manager ways in which you can be included, seen and heard in the organization. And/or consider who are other allies in your organization with power who can plant suggestions that you are included.

Encourage Women to Go For It:

“Women are prone to more intense self-doubt than men, and it is not because we’re missing a special confidence gene. Women face an uneven playing field at work. This bias is so pronounced that simply changing the name on a résumé from a woman’s to a man’s increases a candidate’s hireability by 61 percent. Because female performance is frequently underestimated, women need to work harder to prove we’re just as capable and are more likely to miss out on key assignments, promotions, and raises. Women even tend to underestimate our own performance and are more likely to attribute our failures to lack of ability. Because the workplace is harder on women—and we are harder on ourselves—our confidence often erodes. As a result, many women are less likely to put themselves forward for promotions or negotiate.” -LeanIn.org

Tools & Tips:

- Look for opportunities to boost other women’s confidence and encourage them to go for it.
- Send job descriptions to or make connections for rising women in your field.
- Invest in early-entry professionals at your organization with information about professional development opportunities, advice in the workplace, check-ins on their career, etc.
- If a coworker tells you she’s not ready for a new project or position, remind her what she’s already accomplished and offer to be a thought buddy while she gets up to speed . . . or “fakes it till she makes it”.
- When it’s time to negotiate, offers sources of empirical evidence, such as salary ranges within the national organization. Offer your time to role-play the conversation to prepare for the discussion.
- If given an opportunity to attend a conference or special event, ask for a plus one to bring a rising or another female star.
- Managers may choose to build relationships around optional activities like drinking scotch and playing racquetball, or in other primarily male dominated environments. Encourage them to consider the gender breakdown of those who take advantage of these opportunities and offer other suggestions for ways your managers can build relationships with staff.
- Follow the rules but only when others are following the rules. If all the men on the panel have gone over time, ensure that you take equal time (that is the intention of time limits) and even note what just happened and why you are taking extra time.
- Put your name on your presentations and source sheets.

Change the Likeability Pattern:

“Women face a double standard that men don’t. 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.⁶ 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.”” -LeanIn.org

Tools & Tips:

- When you hear a woman called “bossy” or “abrasive” 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?”
- When you’re having a negative response to a woman at work, ask yourself whether you would have the same criticism of a male colleague.
- Help women present themselves professionally with confidence. Point out to female colleagues ways in which language and tone may impact their professional presence in the workplace (noting, this is touchy and controversial, and the ideal would be that women shouldn’t have to monitor their speech patterns).
- Say “ouch” if you hear a colleague saying something about a female colleague’s appearance, likeability, personal life, relationship status, etc. Explain why that comment felt hurtful to you.
- Offer public compliments and recognition of women regarding their work.

In sum, “don’t be an asshole”. – Or Mars

Additional resources:

1. *Jewish Guys on the Side* an interview with Shifra Bronznick and Andy Bachman <http://www.tabletmag.com/podcasts/111383/jewish-guys-on-the-side>
2. *Breaking Bad: I have a Character Issue* by Anna Gunn www.nytimes.com/2013/08/24/opinion/i-have-a-character-issue.html
3. *A Mitzvah of Egalitarianism* by Shaul Kelner <http://ejewishphilanthropy.com/a-mitzvah-of-egalitarianism/>
4. *Do Our Compensation Values Reflect Our Values* by Avi Herring, Justin Rosen Smolen, Tamar Snyder, Mordecai Walfish, Ruthie Warshenbrot, and Naomi Korb Weiss <http://ejewishphilanthropy.com/do-our-compensation-patterns-reflect-our-values/>
5. *Notes From a 9 Month Pregnant CEO by Rabbi Jill Jacobs* <http://www.kveller.com/blog/parenting/notes-from-a-9-months-pregnant-ceo/>
6. *Why we Have Too Few Women Leaders* a TED Talk by Sheryl Sandberg http://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders.html

7. *Why Women Still Can't Have it All* by Anne-Marie Slaughter
<http://www.theatlantic.com/magazine/archive/2012/07/why-women-still-cant-have-it-all/309020/>
8. *Slaughter Versus Sandberg: Both Right* by Joan C. Williams
<http://www.psychologytoday.com/blog/family-friendly/201206/slaughter-versus-sandberg-both-right>
9. *If Women Can't Have It All Neither Can Men* by Bryce Covert
<http://www.forbes.com/sites/brycecovert/2012/06/21/if-women-cant-have-it-all-neither-can-men-parenting-career/>
10. *Why Men Need to Lean In Too* by Rebecca Rosen
<http://www.theatlantic.com/sexes/archive/2013/03/why-men-need-to-read-lean-in-too/273984/>
11. *Why Women Should Stop Trying to be Perfect* by Debora Spar
<http://www.thedailybeast.com/newsweek/2012/09/23/why-women-should-stop-trying-to-be-perfect.html>

For fun:

Congrats, you have an all male panel - <http://allmalepanels.tumblr.com/>