Gender Partnership Everywhere

This remote-learning program is designed to inform and motivate your organization's team members who aren't able to attend in-person training. The content covers the three areas essential to Gender Partnership:

- Engaging men to advance women
- Empowering women for and with each other
- Removing institutional barriers and blind spots

This lively e-curriculum combines reading, watching video clips, answering provocative followup questions, and participating in conversations (in person or via teleconference) to enable deeper learning.

Its goal is to awaken changes in attitudes and motivate actions that will enable your company to reap the financial, decision-making, and innovation-rich benefits of full Gender Partnership.

Your program administrator may send you the modules one at a time, or in groups.

PROGRAM CONTENTS

1. Women in the Workplace: A Research Roundup
2. A Profitable Marriage of Opposites *and* Why Is Doing Something "Like A Girl" an Insult?
3. Forget Cinderella, Find Fred Astaire
4. How Unconscious Bias Affects Everything You Do *and* Making the Unconscious Conscious
5. Gender Diversity: Moving Corporate Culture, Moving Boundaries
6. Women Rising: The Unseen Barriers
7. More Women at the Top, Higher Returns
8. Realizing the Power of Talented Women
9. How Diversity Makes Us Smarter
10. Why Gender-Conscious Discussions Are Imperative for the Future of Leadership
11. Women at Work: A Guide for Men
12. Open Letter From a Frustrated Daughter *and* He for She: Emma Watson's U.N. Speech on Gender Equality
13. Moving the Needle for Women - Together We Can Change the World *and* Emma Watson's Followup Speech on the U.N.'s He for She Campaign
14. Rethink What You 'Know' About High-Achieving Women
15. What If Everyone's In, Including the White Guys? *and* Why White Men Matter

A Profitable Marriage of Opposites

"Men's and women's brains are hardwired to complement each other. They are, in fact, built for partnership."

BLOG POST - Institute for Women's Leadership, Apr 2014
by Rayona Sharpnack, Founder & CEO, Institute for Women's Leadership, and Co-Founder, GenderAllies

http://bit.ly/IWL-opps

Time required: 5-6 minutes

QUESTIONS

- Did you recognize your opposite-gender colleagues in the descriptions of typical male and female behaviors? Give an example (no names, please).

- Did you recognize yourself? In which behaviors?

- Did learning some of the brain science behind why men and women often behave and think so differently affect any of your attitudes toward the opposite gender? If so, which attitudes?

- How can you sustain that change?

Making the Unconscious Conscious

"Our various unconscious biases define the boundaries we are unwilling to expand."
"These biases are shaped by our experiences and by cultural norms, and allow us to filter information and make quick decisions. We've evolved to trust our guts. But sometimes these mental shortcuts can lead us astray, especially when they cause us to misjudge people. "

VIDEO - Google, Inc., Sep 2014

http://bit.ly/IWL-vidggl

Time required: 4 minutes

QUESTIONS

- Think about a time, at work or in your private life, when your thoughts or actions were driven by some unconscious bias (in needn't be about gender). You don't have to say what that situation was, but do say what you might have thought or done differently if you had been aware of your bias in that moment.

- Have you every personally felt the pain of someone speaking or acting out of bias against some aspect of who you are? (It could be your race, gender, ethnic background, nationality, religion, physical appearance, age, physical ability, or a number of other things.) You needn't say what that aspect is or was if you don't want to, but please describe the situation, how it made you feel, and what the personal or professional consequences of that experience were for you (and, perhaps, for the other person).