

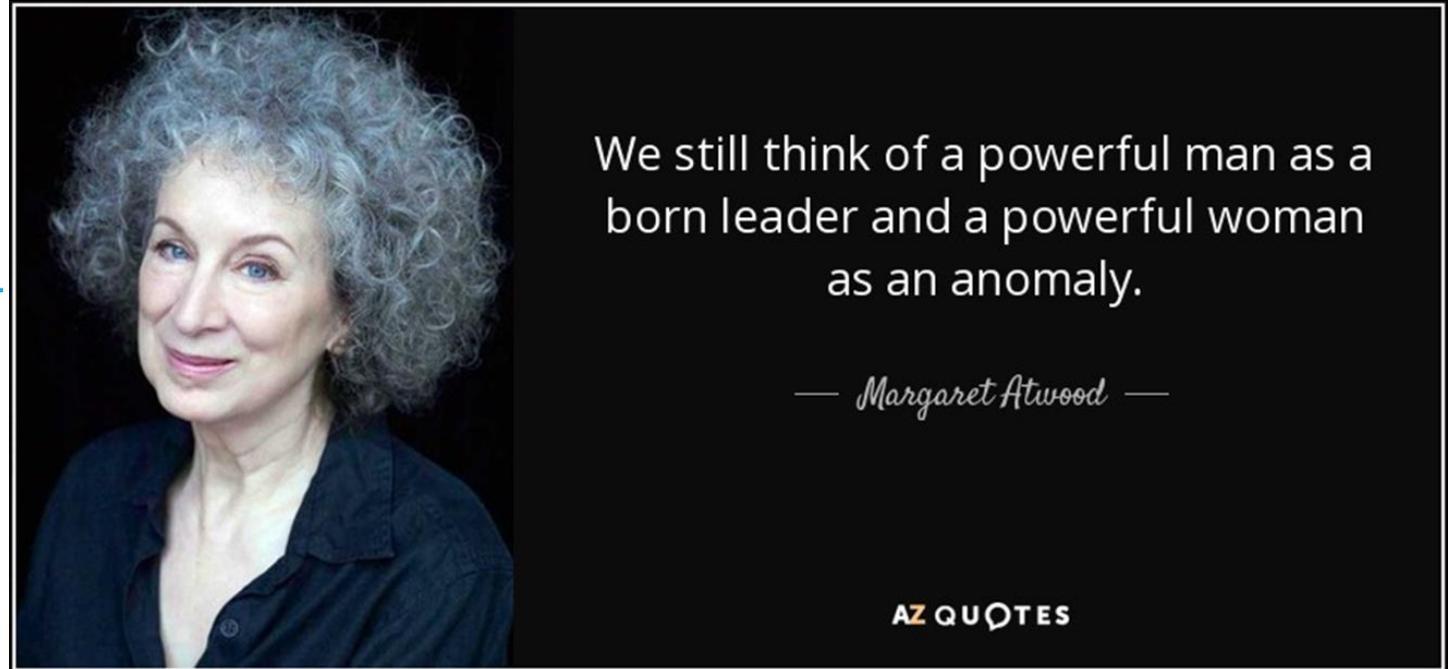


IT'S A MAN'S WORLD: AND OTHER MISCONCEPTIONS WOMEN BATTLE

Christina Buu, PHR
Human Resources Manager
Anritsu Infivis Inc.
March 28, 2019

Agenda

- Women's History 101
- Where We are Today
- The Battles We Fight
- What We Can Do to Make it Better
- Questions And Answers



More than a Woman

"EACH TIME
A WOMAN
STANDS UP
FOR HERSELF,
SHE STANDS
UP FOR ALL
WOMEN."

- Maya Angelou



"There are two powers
in the world; one is the
sword and the other
is the pen. There is a
third power stronger
than both, that of
women."

-Malala Yousafzai



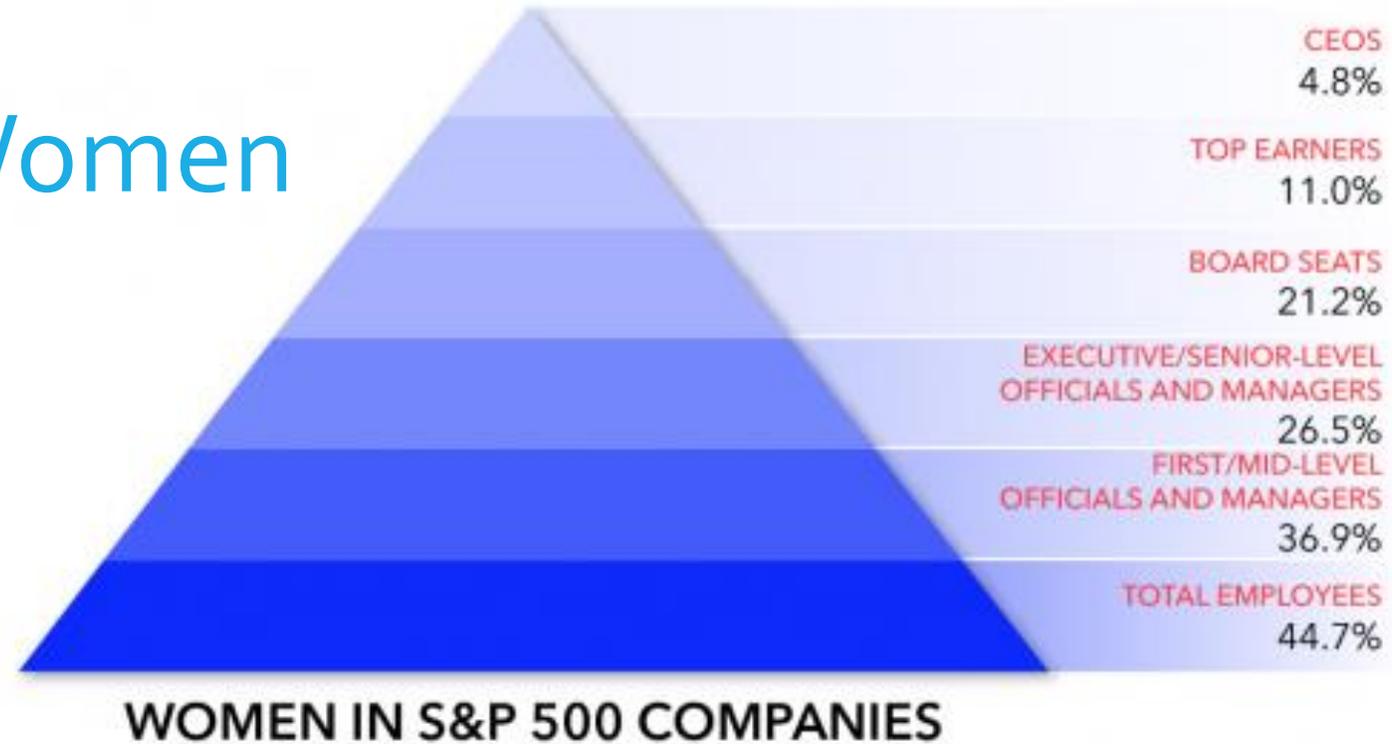
Women's History at a Glance

- 1920 - 19th Amendment of the Constitution is ratified giving women the right to vote
- 1963 - The Equal Pay Act was led by the Commission of the Status of Women to make it illegal to pay different wages to men and women who perform the same work.
- 1964 - Title VII of the Civil Rights Act of 1964, codified as Subchapter VI of Chapter 21 of title 42 of the United States Code, prohibits discrimination by covered employers on the basis of race, color, religion, sex or national origin
- 1972 - Title IX Equal Opportunity in Education Act introduced (renamed 2002) No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

Working Women History at a Glance

- 1978 - The Pregnancy Discrimination Act of 1978 is a United States federal statute. It amended Title VII of the Civil Rights Act of 1964 to "prohibit sex discrimination on the basis of pregnancy." [110] The Act covers discrimination "on the basis of pregnancy, childbirth, or related medical conditions." 1992 Family Medical Leave Act is enacted by President Clinton
- 1994 - The Violence Against Women Act becomes law
- 2009 - Lilly Ledbetter Fair Pay Act - The act states that the 180-day statute of limitations for filing an equal-pay lawsuit regarding pay discrimination resets with each new paycheck affected by that discriminatory action.
- 2013 – US Military removes a ban against women serving in combat positions.

Working Women



Sources

Catalyst, *Women CEOs of the S&P 500* (2019).
EY Center for Board Matters, 2016 Top Earners in S&P 500 Companies, Unpublished data.
Catalyst, *2016 Catalyst Census: Women and Men Board Directors* (2017).
U.S. Equal Employment Opportunity Commission (EEOC), Unpublished 2015 S&P 500 EEO-1 data.

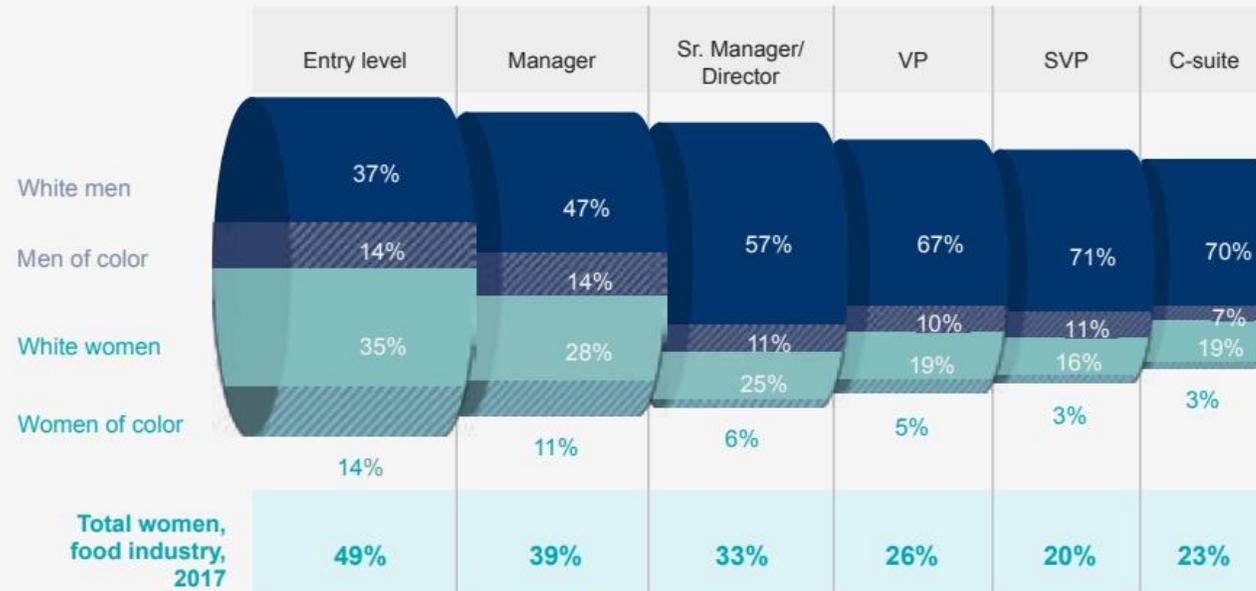
S&P 500 is owned by S&P Dow Jones Indices, LLC.
Updated: 16 January 2019



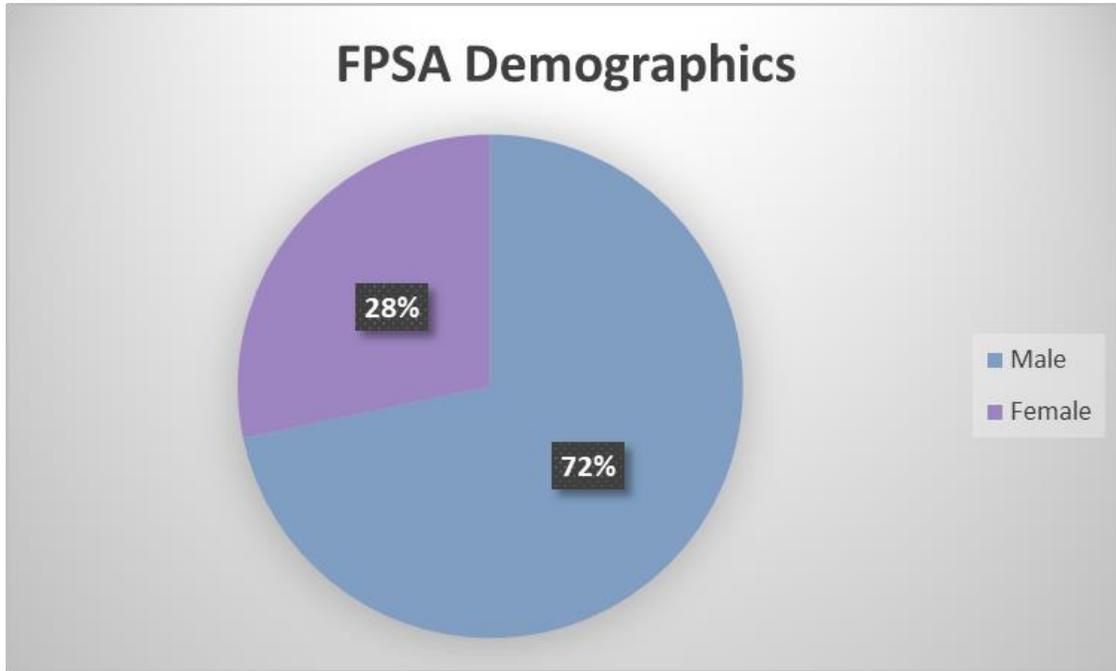
This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.

Food Industry Gender Demographics

Exhibit 1 Women are underrepresented in the food industry's corporate pipeline
 Employees by gender at each level, 2017, %



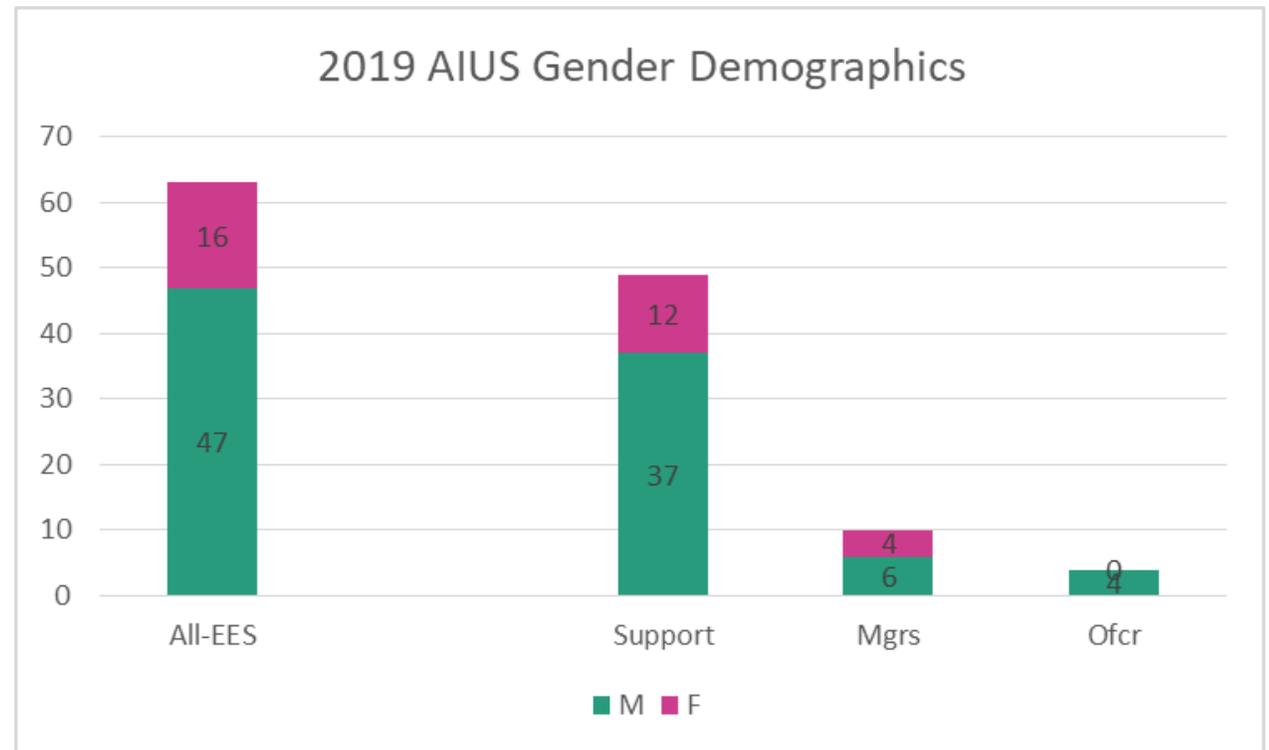
Here's where we are...



1547 total members as of 3/8/2019



Anritsu



The Importance of Gender Diversity

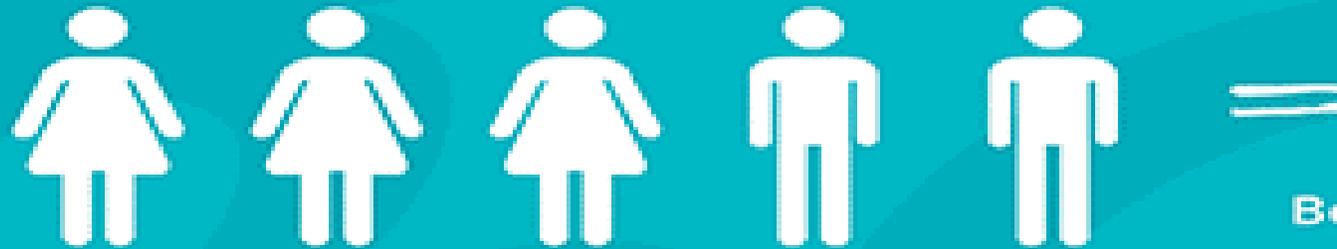
- Gender Diversity Drives better business performance



<https://www.mckinsey.com/~media/McKinsey/Featured%20Insights/Gender%20Equality/Women%20in%20the%20of%20food%20industry/Women-in-the-food-industry-web-final-old.ashx>

THE IMPORTANCE OF GENDER DIVERSITY IN THE WORKPLACE

Teams with more than 50% women have a higher collective intelligence



Better decision making & innovation.

This is because women score higher in social perceptiveness, which increases empathy, reading non-verbal cues, and collaboration.



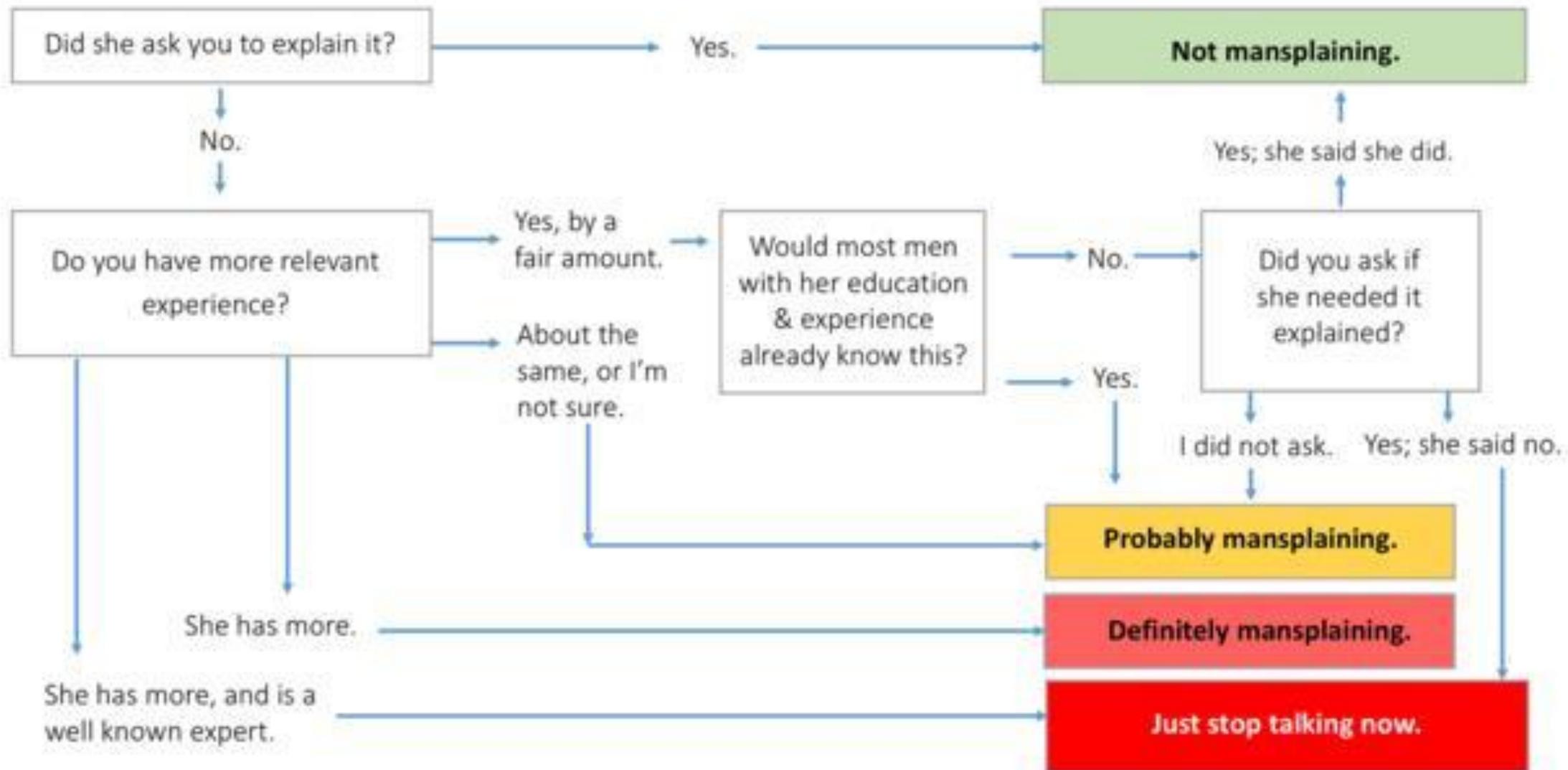
NON-VERBAL CUES



EMPATHY



Am I mansplaining?



The Battles Women Fight

- Sexual harassment in the work place
- Being underpaid in comparison to our male-coworkers
- Gaining respect from peers / male co-workers
- Being underestimated in our knowledge base or interest in male-dominated fields/interests
- Being overlooked for promotions or opportunities because of “motherhood” responsibilities
- Being reprimanded for speaking out against a male employee or being told we must have misunderstood
- Seen as overly emotional, then being asked if it is “that time of the month”



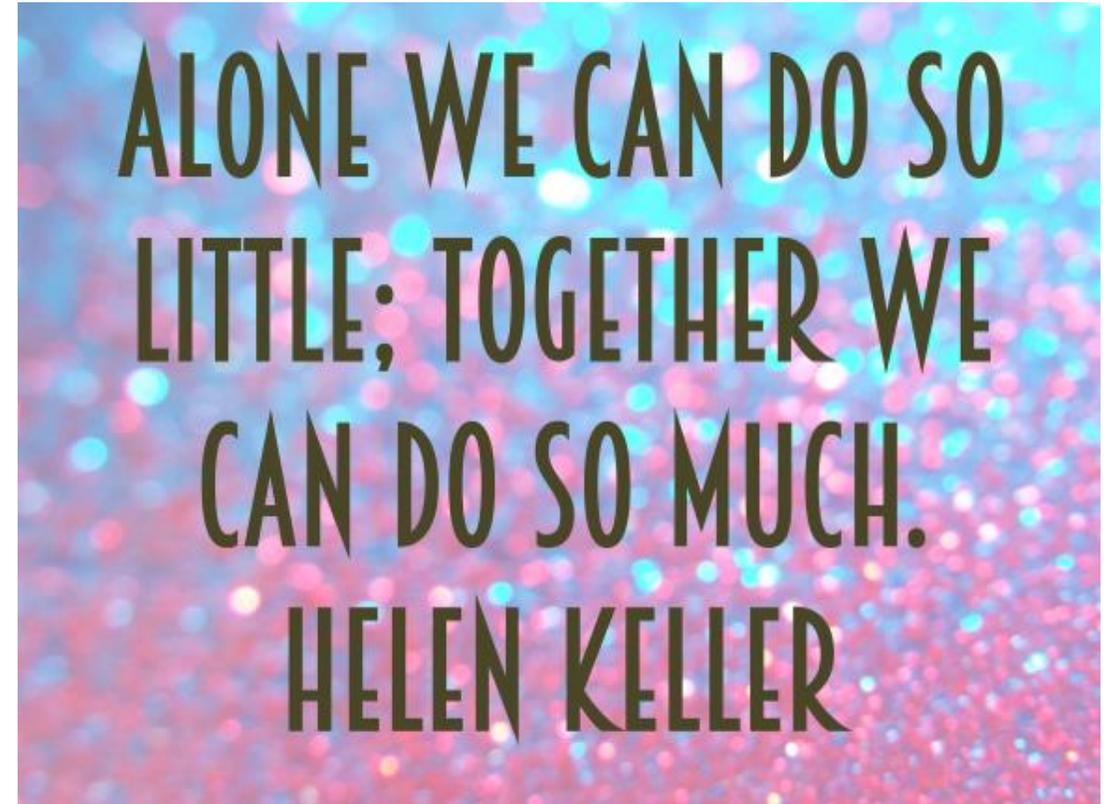
How to Fight Against Gender Bias

- Build a network of women you trust, who will support or advise you
- Find a mentor that will rally for you
- Be confident
- Become invaluable / always be prepared
- Lead by example
- Learn how to handle conflict professionally

Work together!

When President Obama took office, two-thirds of his top aides were men. Women complained of having to elbow their way into important meetings. And when they got in, their voices were sometimes ignored.

So female staffers adopted a meeting strategy they called “amplification”: When a woman made a key point, other women would repeat it, giving credit to its author. This forced the men in the room to recognize the contribution — and denied them the chance to claim the idea as their own.



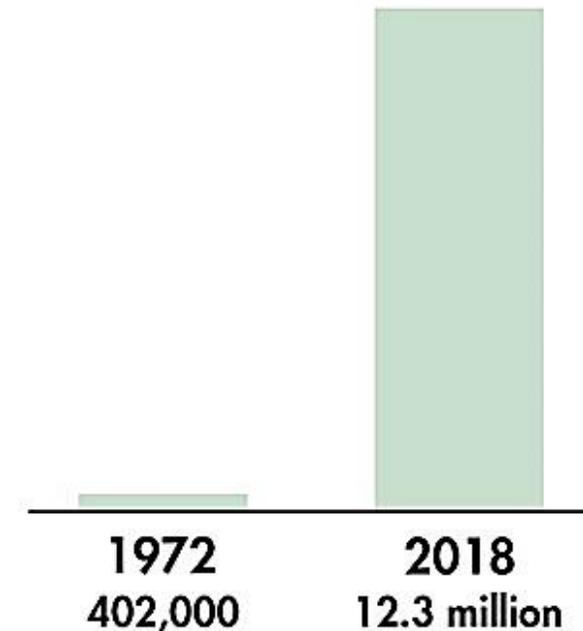
Support each other!

Rebecca Minkhoff has formed the Female Founder Collective, which has provided a way for women business owners to collaborate with one another and has also created initiatives like this symbol to help identify itself as a female-owned business.



FEMALE FOUNDER
COLLECTIVE

Women-owned businesses: By the numbers



[know your value]

Source: Am-Ex

Find a Mentor

- Internal Company Support – Leader/Supervisor/Management /Peers
- External Support – Women’s Networking Groups – moms, young professionals, FPSA, etc.



The most beautiful thing
a woman can wear is
Confidence

**"We need more portrayals
of women as competent
professionals and happy
mothers -- or even happy
professionals and
competent mothers."
-- Sheryl Sandberg**

HUFFPOST WOMEN

Become Invaluable & Always Be Prepared



Lead by Example

- Show confidence
- Work hard, be thorough, strive for flawless execution.
- Have patience
- Compliment people behind their back.
- Help others and be respectful to others
- Be transparent
- Apologize / be humble



Handling Conflict

- Stay calm
- Listen to understand
- Focus on the positive
- Remain tactful
- State the facts, not the opinions
- Attack the problem, not the person
- Avoid blaming others
- Focus on the future, not the past



What to do when...?

- You've been sexually harassed at work.



Danielle Muscato  @DanielleMuscato · Sep 25, 2018



Ladies, a question for you:

"What would you do if all men had a 9pm curfew?"

Dudes: Read the replies and pay attention. #metoo #Kavanaugh #Cosby #feminism #maleprivilege #privilege



Emma Smart
@IMEmmaSmart

I'd go for a walk in the dark without leaping out of my skin at little noises. Just thinking about going somewhere alone without anxiety seems like a dream. Is this how guys feel all the time?

♥ 5,316 3:56 PM - Sep 25, 2018



💬 491 people are talking about this



Dr. Beagleman  @DrBeagleman1 · Sep 25, 2018



Replying to @DanielleMuscato

I'm a white guy who regularly visits other countries by himself, walking city streets after midnight while listening to music on my headphones while not speaking the language. Never even occurred to me that this was a gender privilege.



Houston Wolf
@houstonwolf

Wow, I feel horrible right now. None of this has ever occurred to me as an issue. I run, I go do whatever I want whenever I want.

Why aren't women filled with uncontrollable rage all the time?

♥ 8,225 9:33 PM - Sep 25, 2018



💬 1,560 people are talking about this

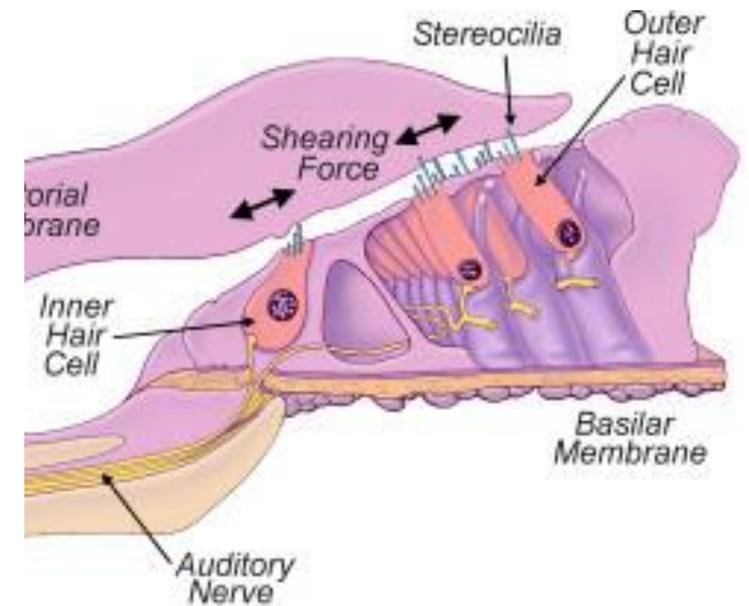
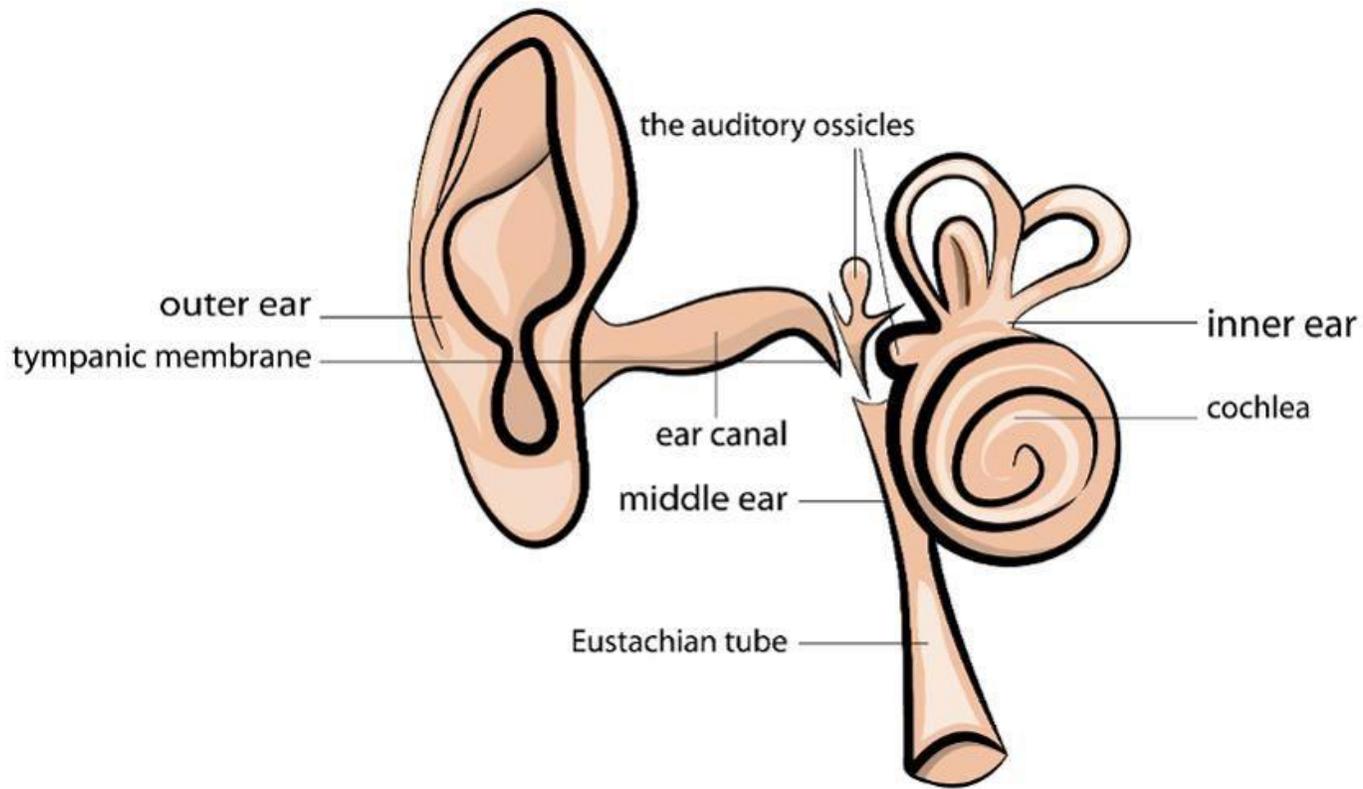


Know your audience...



A random lesson on hearing loss...

ANATOMY OF THE EAR



The Organ of Corti

Diversity and Inclusion Initiatives

Inclusion starts at onboarding

- Convert job descriptions to gender-neutral language and make them results based.
- State your commitment to building a diverse and inclusive culture

Inclusion continues with leadership

- Increase the visibility of female role models
- Empower men to support gender diversity in the work place
- Provide support for women at key moments in their lives such as flexible work arrangements for women returning from maternity leave or information on housing, child care and or other arrangements when considering an international assignment.

Questions?

75% of women ask questions in which they already know the answer to. This is why it's best to simply tell her the truth.



som^{ee}cards
user card



References

- <https://ruinmyweek.com/genius-hacks/psychological-hacks-ask-reddit/>
- <https://www.mckinsey.com/~media/McKinsey/Featured%20Insights/Gender%20Equality/Women%20in%20the%20food%20industry/Women-in-the-food-industry-web-final-old.ashx>
- https://www.washingtonpost.com/news/fact-checker/wp/2018/03/13/lara-trumps-claim-that-trump-has-appointed-more-women-than-any-other-president/?noredirect=on&utm_term=.9ae4ddb3387d
- https://www.afscme.org/for-members/womens-leadership-training/leadership-tools/body/Women_in_Labor_History_Timeline.pdf
- <https://www.everydayhealth.com/womens-health/glass-ceiling-effect-its-impact-on-women/>
- <https://www.forbes.com/sites/lizeltzing/2018/06/29/why-women-professionals-must-keep-fighting/#2d80610d726f>
- <https://www.catalyst.org/research/women-in-the-workforce-united-states/>
- <https://www.apa.org/monitor/2018/02/sexual-harassment>
- <https://www.vox.com/2016/9/14/12914370/white-house-obama-women-gender-bias-amplification?fbclid=IwARoHLiGA1jLLghwT7LSx8cHQjgV7iWluOIZb4Ep1ANmuvRJtsJN7TzleUsl>
- https://www.shrm.org/hr-today/news/hr-news/Pages/DI-at-the-Forefront-of-Leaders%E2%80%99-Concerns.aspx?utm_source=Editorial%20Newsletters~NL%202019-3-22%20Workplace%20Compliance&utm_medium=email&utm_campaign=Workplace%20Compliance&mkt_tok=eyJpIjoiToROak5UazBaREkoTWpKayIsInQiOil2dzQ4ejRXekhLZ3dOdGQ2VHdOZEEdHVHB3OVZFMmx3NowwbVFKMopEOWN5b3dFYWlpOGgwemJNd1o1elhKSIl0Mo1ROXIodUVDMDJuZEFFcHBwU2tNU2QoMoZGZklHSkdWSIYxS3drRnJTTEo3b1ZydmVCaCtqOVAYR1wvYlRuWEYifQ%3D%3D
- <https://business.linkedin.com/talent-solutions/blog/diversity/2017/50-ideas-for-cultivating-diversity-and-inclusion-in-the-workplace>
- <https://www.forbes.com/sites/womensmedia/2016/10/25/mens-talk-womens-place/#753do8116f3d>
- <https://www.livescience.com/64478-reverse-slope-hearing-loss.html>
- <https://www.nbcnews.com/know-your-value/feature/what-rebecca-minkoff-doing-close-gender-wage-gap-ncna979381>
- "Why do many incompetent men become leaders (and how to fix it.)" by Tomas Chamaro-Premuzic, Harvard Business Review Press, Boston Massachusetts, 2019