



**CLOSING THE GENDER GAP  
ONE CORPORATION AT A TIME™**

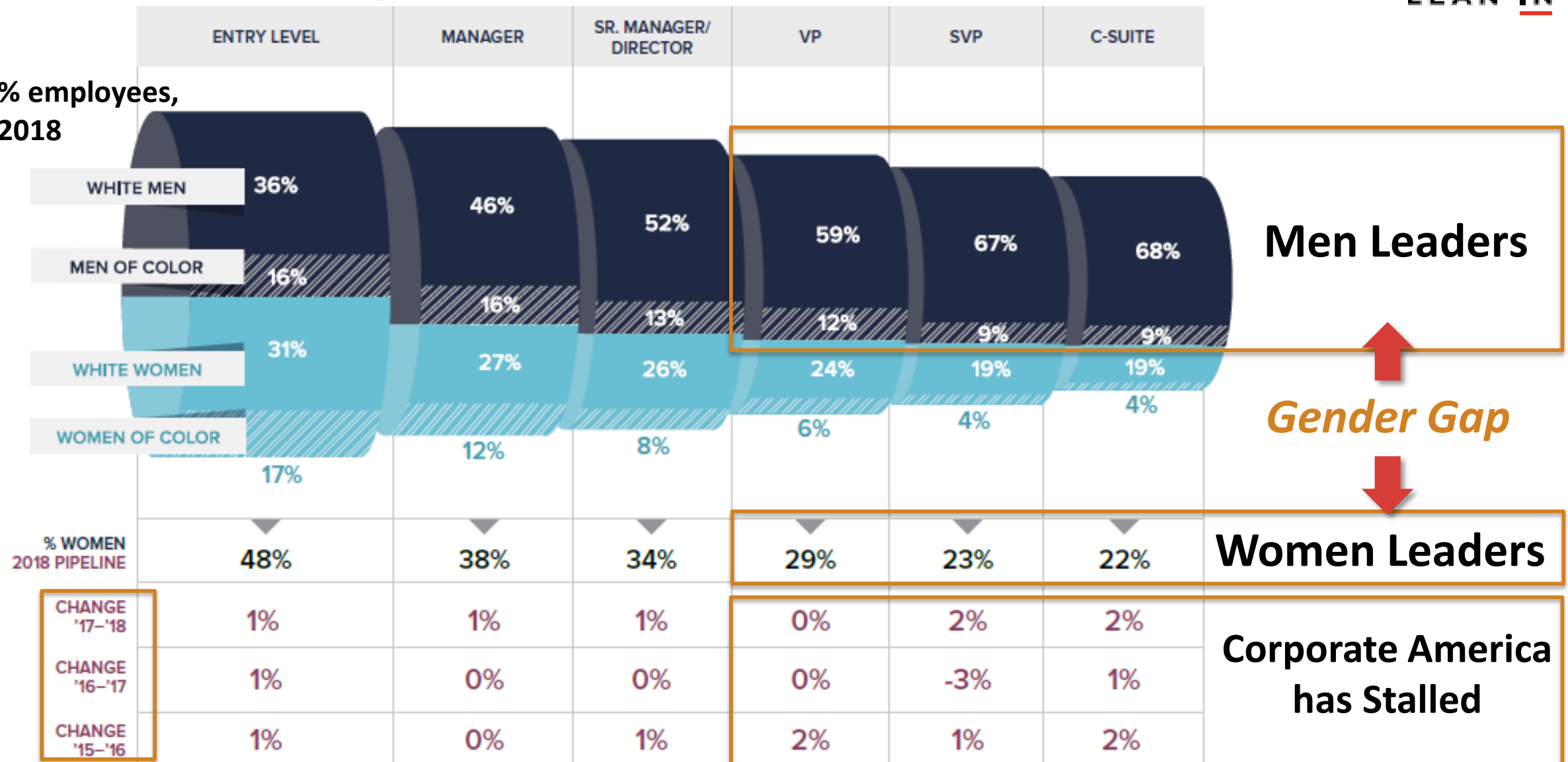
*Show Me 50, Inc., is a 501(c)(3) corporation, 170 (b)(1)(A)(vi)*

# The Talent Pipeline

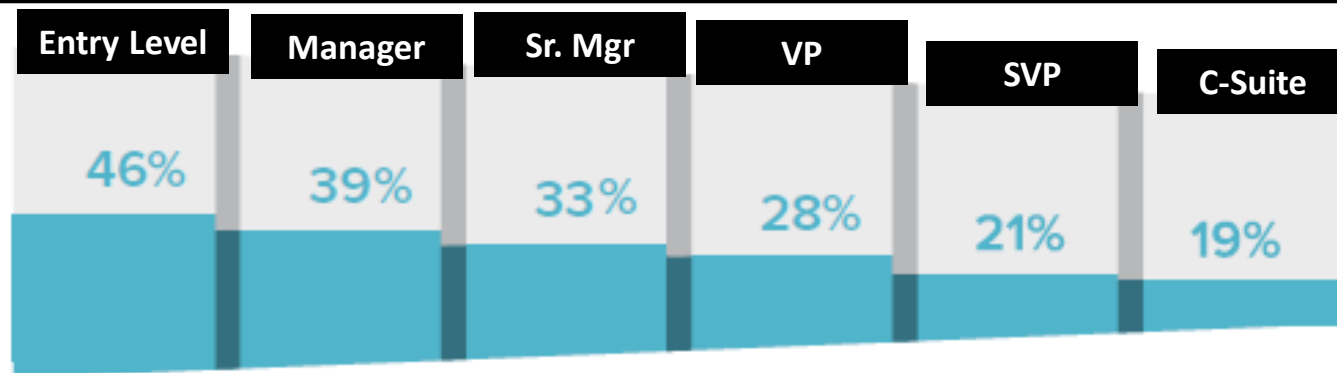
McKinsey & Company

LEAN IN

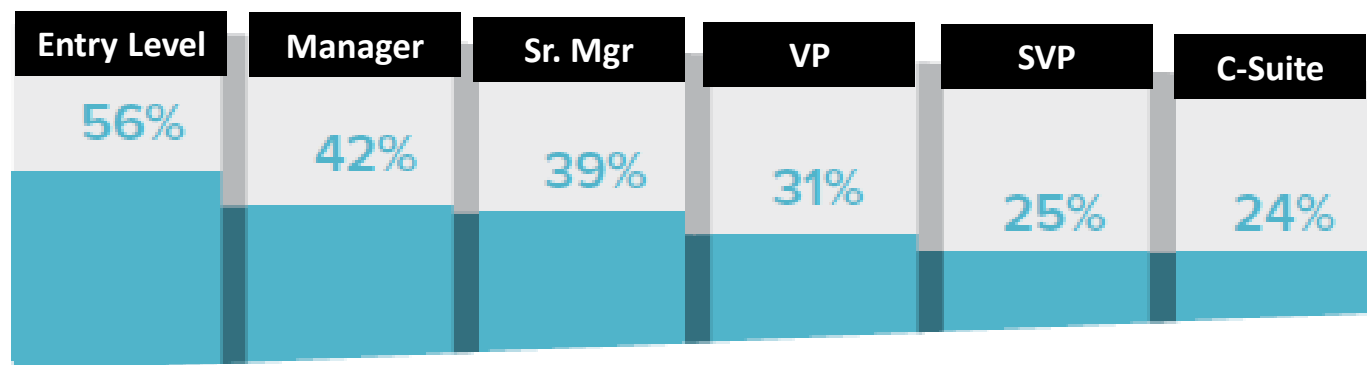
% employees,  
2018



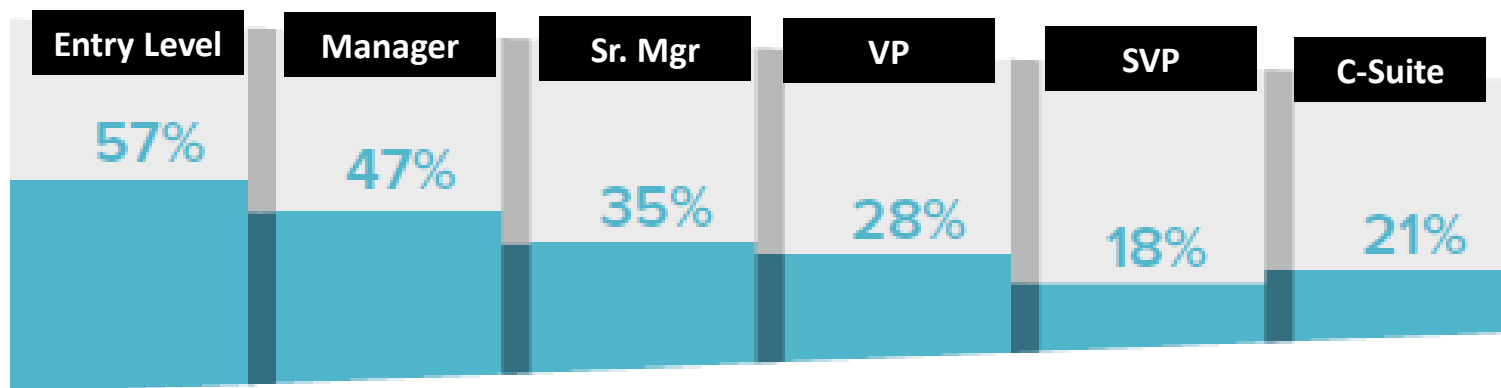
**ASSET MANAGEMENT  
& INSTITUTIONAL  
INVESTORS**



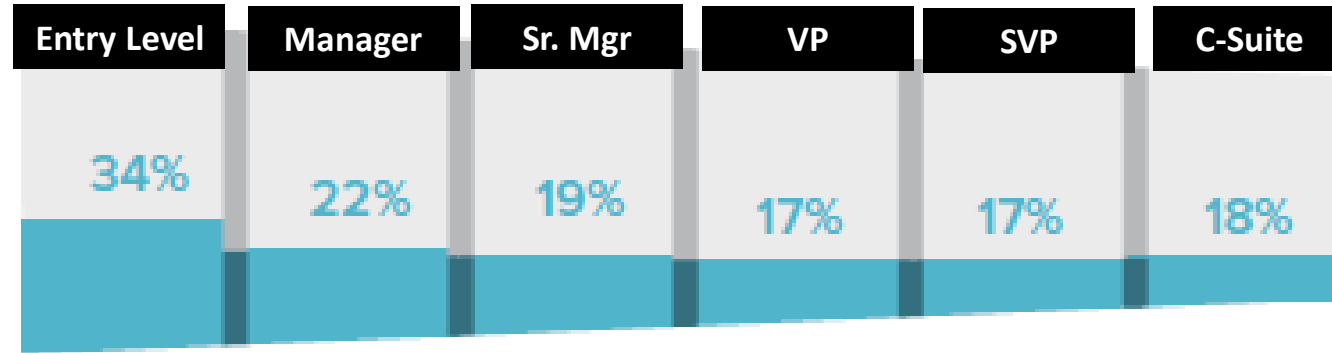
**BANKING AND  
CONSUMER FINANCE**



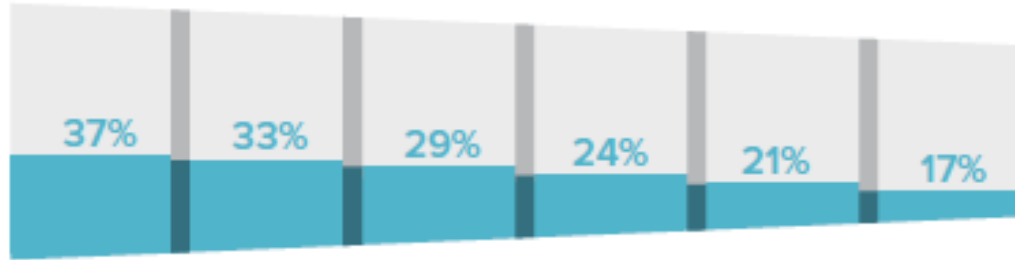
**INSURANCE**



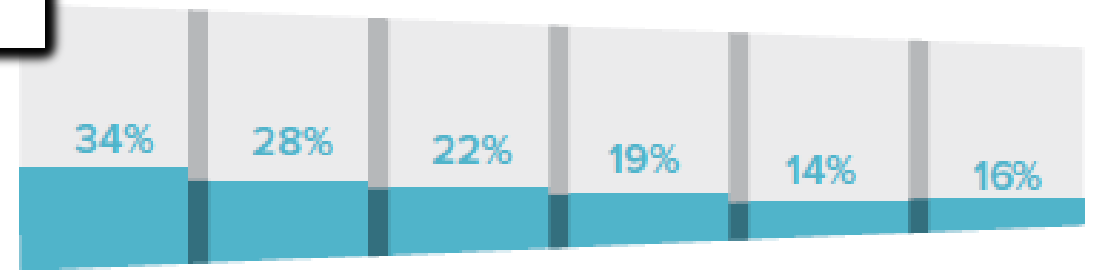
ENGINEERING  
AND INDUSTRIAL  
MANUFACTURING



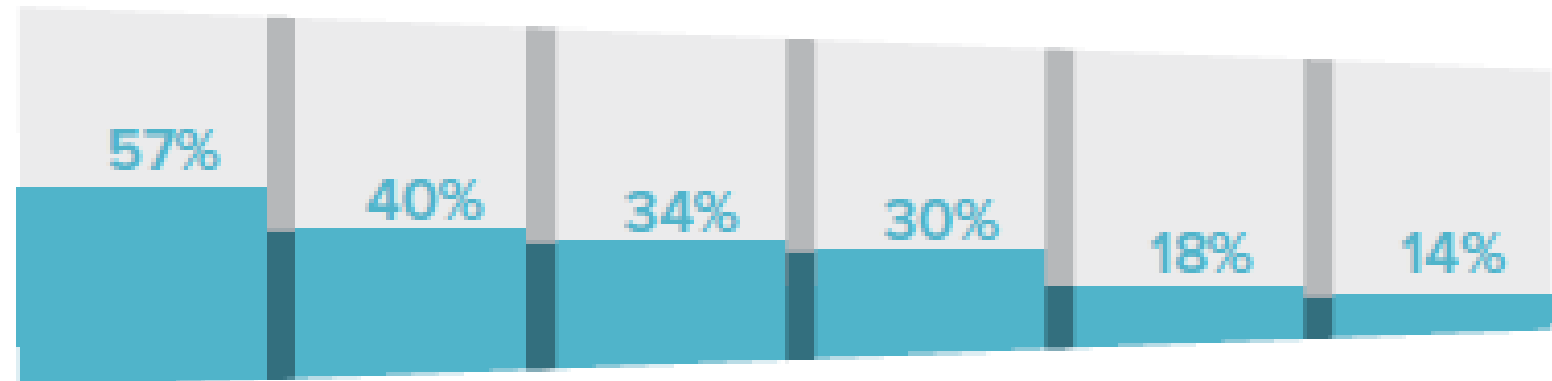
TECHNOLOGY:  
SOFTWARE



TECHNOLOGY:  
HARDWARE



TRANSPORTATION,  
LOGISTICS, AND  
INFRASTRUCTURE





# ShowMe50 Core Beliefs

50% women in senior leadership positions

Business issue not a women's issue

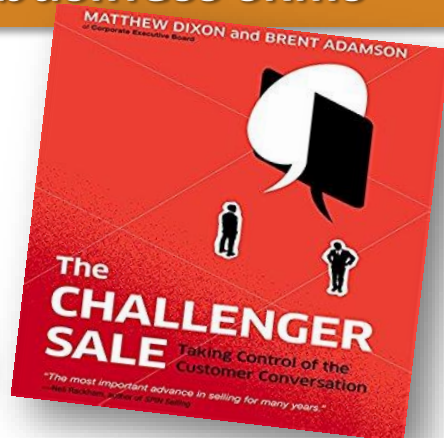
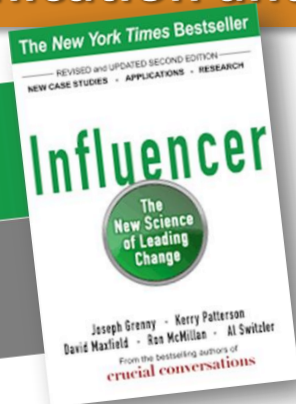
Men are important stakeholders in the conversation and the solution



# ShowMe50 Path to 50%

- Create **motivation** to act through events, advocacy and collaborations
- Provide **ability** to execute through seven toolkits delivered strategically through meetings

Teach how to influence company adoption of the four solutions while also teaching leadership, communication and business skills



## ONE Gender Bias Education

- Use skill based training
- Teach interrupter techniques
- Teach self-monitoring
- Teach checks & balances

## TWO Transparency

- Post all jobs
- Clearly define selection criteria
- Publish development programs
- Implement diverse slate policies

## THREE Gender Neutral Flexibility

- Use flextime, job sharing & telecommuting for business agility
- Creatively design work to retain employees
- Establish alumni programs

## FOUR Executive Commitment

- Demonstrate visible CEO commitment to gender balance
- Commit & sustain resources for culture change
- Hold senior managers accountable

# Our Newest Program



LEAN IN

## 50 WAYS TO FIGHT BIAS

An activity that helps you combat gender bias at work

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LEAN IN

SHOW  
ME | 50



# Learn about biases and practical ways to interrupt and minimize their impact



Likeability bias



Performance bias



Maternal bias



Attribution bias



Affinity bias



Double discrimination  
& intersectionality



# Experiential Learning

## ➤ Flashcards

- Icebreaker cards
  - Bias definition cards
  - Situational cards
- ✓ Describe realistic work situation
  - ✓ Why it happens
  - ✓ How to counteract it



Hiring

Reviews & Promotions

Everyday Interactions

Meeting Dynamics

Mentors Sponsors



### MEETING DYNAMICS

In a meeting, a woman strongly disagrees with a man about how to approach a problem. He says, "We can't talk about this anymore. She's getting too emotional."

### WHY IT HAPPENS

Women tend to be stereotyped as overly emotional, while men tend to be viewed as rational—and therefore more professional and better suited to lead.<sup>118</sup> This dynamic can lead people to see a woman with an opinion—especially if she expresses it with conviction—as being overly emotional, while the same view voiced by a man is considered reasonable.<sup>119</sup>

### MEETING DYNAMICS

In a meeting, a woman strongly disagrees with a man about how to approach a problem. He says, "We can't talk about this anymore. She's getting too emotional."

### WHAT TO DO

Speak up. You can say something to support the woman's point of view: "I think [Name] is making a good point. We should consider it." You can also push back on the "too emotional" comment directly: "She doesn't seem too emotional to me. Let's keep talking."

Or you can help your team get back to basics: "We're all just trying to come up with the best approach. Let's continue this conversation so we can land on the right solution together."

### HIRING

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After an interview, a colleague says they didn't like how a woman candidate bragged about her strengths and accomplishments.

### WHY IT HAPPENS

We expect men to assert themselves and promote their own accomplishments. But we often have a negative reaction when women do the same thing.<sup>9</sup> This puts women candidates in a difficult spot. If they tout their achievements, it can hurt their chances of being hired. If they don't, their achievements might be overlooked.

*Rooted in likeability bias*



### HIRING

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After an interview, a colleague says they didn't like how a woman candidate bragged about her strengths and accomplishments.

### WHAT TO DO

Ask your colleague to explore their thinking: "That's interesting. Do you think you'd have that reaction if a man did the same thing?" You can also reframe what happened: "I noticed that too, but I don't see it as bragging. I just thought she was talking confidently about her talents." It's also worth pointing out that a job interview is exactly the place to talk about your strengths.

# How to get involved?

## LEAN IN

ShowMe50



Elba Pareja-Gallagher,  
Founder

Sponsor or attend  
flagship ShowMe50 Lean  
In Circle Meetings

Fund training sessions

**Be Strong: \$150**

**Be Bold: \$500**

**Be Fearless: \$1950**

Start a ShowMe50  
Lean In Circle

Start  
your  
own  
circle as  
easy as  
1-2-3



“The ones who  
are crazy  
enough to think  
they can  
change the  
world are the  
ones who do.”  
- Steve Jobs

<https://www.showme50.org/events/>