

Food for Thought | Summer 2021

Studies have demonstrated that the pandemic has disproportionately impacted women and other underrepresented groups. Achieving gender equality in the workplace has been a struggle, and the pandemic has only exacerbated that. We can't afford to continue to regress in our efforts towards gender equality. As we begin to return to work, we have a unique opportunity to rebuild in a way that launches our efforts forward and sees a future that represents, supports, and empowers a diverse workforce.

Blessed are the cake buyers—but will they get promoted?

As restrictions lift, many are looking forward to returning to a workplace culture that is impossible to replicate on Zoom. Still, before we plan any celebrations, consider what we might do differently. Maybe someone else could bring the cake.

The pandemic has damaged women's careers and ambitions. Employers must rebuild with equality in mind

The negative experiences of underrepresented groups in the workforce before and during the pandemic are not acceptable. Organizations have a responsibility to step up. "As we start to rebuild from the pandemic, we have an opportunity, and a responsibility, to get this right."

Seven things employers can do to address the pandemic's impact on workplace gender equality

As we navigate a return to work, leaders have an opportunity to repair some of the damage the pandemic has had on gender equality in the workplace. Implement steps to understand the needs of women at work, take action, and assure them you can and will do better.

Covid-19 and gender equality: Countering the regressive effects

In this article, McKinsey & Company outlines the regressive impact COVID-19 has had on gender equality. If we want to prevent lasting impact, now is the time to act. We all have a role to play and no time to waste.

Three ways employers can foster gender equality in the workplace

Studies have demonstrated that the effects of the pandemic have disproportionately impacted women, even more so, women of color. While key changes take time, this *Forbes* article discusses steps employers can take now to positively impact women today.

From our shelves ...

The needle has been inching towards gender equality. Still, there are obstacles, like unconscious bias, that continue to hold us back. Author, Iris Bohnet argues that focusing on changing organizations versus individuals can create lasting impacts. In her book, *What Works*, Bohnet provides practical advice and tools to diminish unconscious bias and move the needle closer to gender equality.

What Works: Gender Equality By Design

Iris Bohnet

Belknap Press (2018)

