Women face ‘unconscious biases’ best companies correct this

Iris Bohnet, distinguished behavioural economist, is Albert Pratt Professor of Business and Government and co-director, Women and Public Policy Program, at Harvard Kennedy School.

With Sri Chilali, Research Fellow at the Harvard Kennedy School, Bohnet shares essential insights on ‘unconscious biases’ workplace — and how businesses can fix this.

**Five Steps To Gender Parity**

**LANGUAGE**

- Gender bias is a factor in the workplace. What can we do about it? It’s not just women who feel that they are being treated unfairly. It’s an issue that affects both genders.

**ECONOMICS**

- In the business world, gender parity is often seen as a goal to be achieved. However, it’s important to recognize that gender parity is not just about giving everyone equal opportunities. It’s also about challenging the systemic biases that can keep some groups from succeeding.

**NUMBERS**

- There are data and statistics to back up the argument that gender parity is important. For example, studies have shown that companies with gender-balanced leadership are more successful. But it’s important to remember that numbers alone don’t tell the whole story.

**MEETINGS**

- When it comes to meetings, it’s important to make sure that everyone has a chance to participate. This can be done by making sure that everyone has a chance to be heard and by making sure that everyone is treated with respect.

**HUMILITY**

- It’s important to recognize that we all have biases. This is true for everyone, regardless of gender. However, it’s important to recognize that these biases can have a big impact on our decisions and our actions.

**Women’s perceptions of community beliefs**

**Men’s perceptions of community beliefs**

**Share of community opposed to women’s work**

**Share of community opposed to women’s work**

**Women earn more**

- Women earn more than men in the workplace. This is true in almost every country around the world. The reasons for this are complex, but they include things like education, experience, and personal choices.

**What does the Covid-19 situation mean for women and gender equality?**

- The Covid-19 pandemic has had a significant impact on women around the world. Women have been hit harder by the pandemic than men, in part because of the way that the pandemic has affected the economy.

**Financial Inclusion: peers, role models empower women**

Rohini Pande is Henry J Heinz II Professor of Economics and Director of the Economic Growth Center, Yale University. The leading economist shares insights into how providing role models and peer support can strengthen women wanting to work — and change social norms.

**Women’s perceptions of community belief**

- Women are more likely than men to have a positive view of women in the workplace. This may be because they have more experience in the workplace, or because they are more likely to see the workplace as a place where they can succeed.

**Men’s perceptions of community belief**

**Share of community opposed to women’s work**

**Women earn more**

- Women earn more than men in the workplace. This is true in almost every country around the world. The reasons for this are complex, but they include things like education, experience, and personal choices.

**What does the Covid-19 situation mean for women and gender equality?**

- The Covid-19 pandemic has had a significant impact on women around the world. Women have been hit harder by the pandemic than men, in part because of the way that the pandemic has affected the economy.

**Financial Inclusion: peers, role models empower women**

Rohini Pande is Henry J Heinz II Professor of Economics and Director of the Economic Growth Center, Yale University. The leading economist shares insights into how providing role models and peer support can strengthen women wanting to work — and change social norms.

**Women’s perceptions of community belief**

- Women are more likely than men to have a positive view of women in the workplace. This may be because they have more experience in the workplace, or because they are more likely to see the workplace as a place where they can succeed.

**Men’s perceptions of community belief**

**Share of community opposed to women’s work**

**Women earn more**

- Women earn more than men in the workplace. This is true in almost every country around the world. The reasons for this are complex, but they include things like education, experience, and personal choices.

**What does the Covid-19 situation mean for women and gender equality?**

- The Covid-19 pandemic has had a significant impact on women around the world. Women have been hit harder by the pandemic than men, in part because of the way that the pandemic has affected the economy.