

Where have all the women gone?

A dialogue to drive change in the workplace

A session recap sharing insights, ideas, and tools to help organizations create change in the workplace.

The numbers don't lie...

Since February of 2020 women have lost over 5.3 million jobs. **Labor force participation rates fell to 57.4% in August of 2020, the lowest since December of 1988.***

* Women's National Law Center

So, what can we do differently?

WE ASKED:

What are the most important areas for your organization when creating an equitable environment?



1. Creating inclusive workplaces

"Workplace" is changing.

TWO KEYS TO INCLUSIVITY:

1. **Awareness** of who your people are and their potential needs or challenges.
2. **Prioritizing culture** and making sure everyone feels included

HOW CAN ORGANIZATIONS IMPLEMENT INCLUSIVITY IN THE WORKPLACE?



"It's important to talk about policies that drive culture. When companies create goals, communicate them, and are really transparent about the goals they're setting, it's enabling a diverse environment."
Christine McClure
Head of Social Impact/Corporate Responsibility, Marsh McLennan

"It comes down to just being aware of these various issues. We're in a position right now that we can really help bring focus to this, to speak up, get better, and innovate."
Maureen Ehrenberg
CEO, Blue Skyre IBE

WHAT ARE SOME TOOLS THAT SUPPORT DIVERSITY AND POLICY?

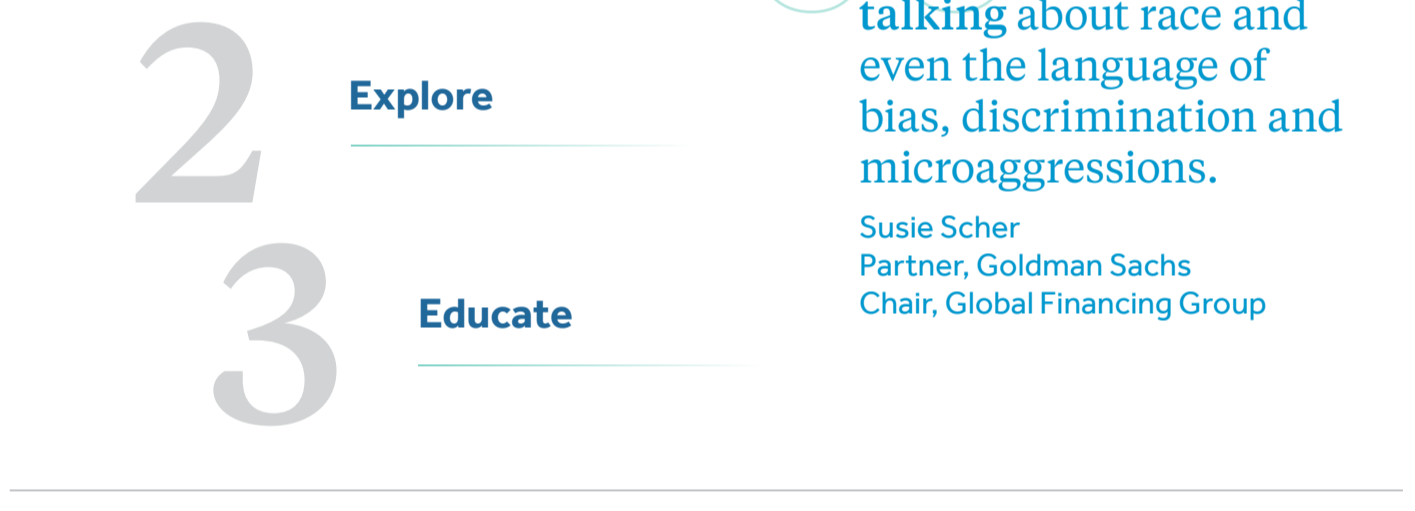


It's critical to bring your whole self to work and leadership can support this by creating something that is personalized to let each individual be their whole self.
Emily Watkins
Head of Enterprise, Unispace

2. Navigating biases

Unconscious bias also known as implicit bias is often described or defined as, what happens when we act on these deeply ingrained stereotypes, beliefs, and opinions.

HOW CAN WE START THE CONVERSATION ABOUT BIASES IN THE WORKPLACE?



The formal work around bias is to get people talking about race and even the language of bias, discrimination and microaggressions.
Susie Scher
Partner, Goldman Sachs
Chair, Global Financing Group

EASY WAYS TO MAKE PROGRESS:



"Change happens in modeling behavior and talking about it."
Susie Scher
Partner, Goldman Sachs
Chair, Global Financing Group

"I think it's incumbent upon all of us who are in leadership positions to do the work if we're asking our teams to explore biases they may have. And we need to get even better at articulating our intention."
Chely Wright
Chief Diversity, Equity and Inclusion Officer, Unispace

3. Driving success through recruiting, retention, and mentorship

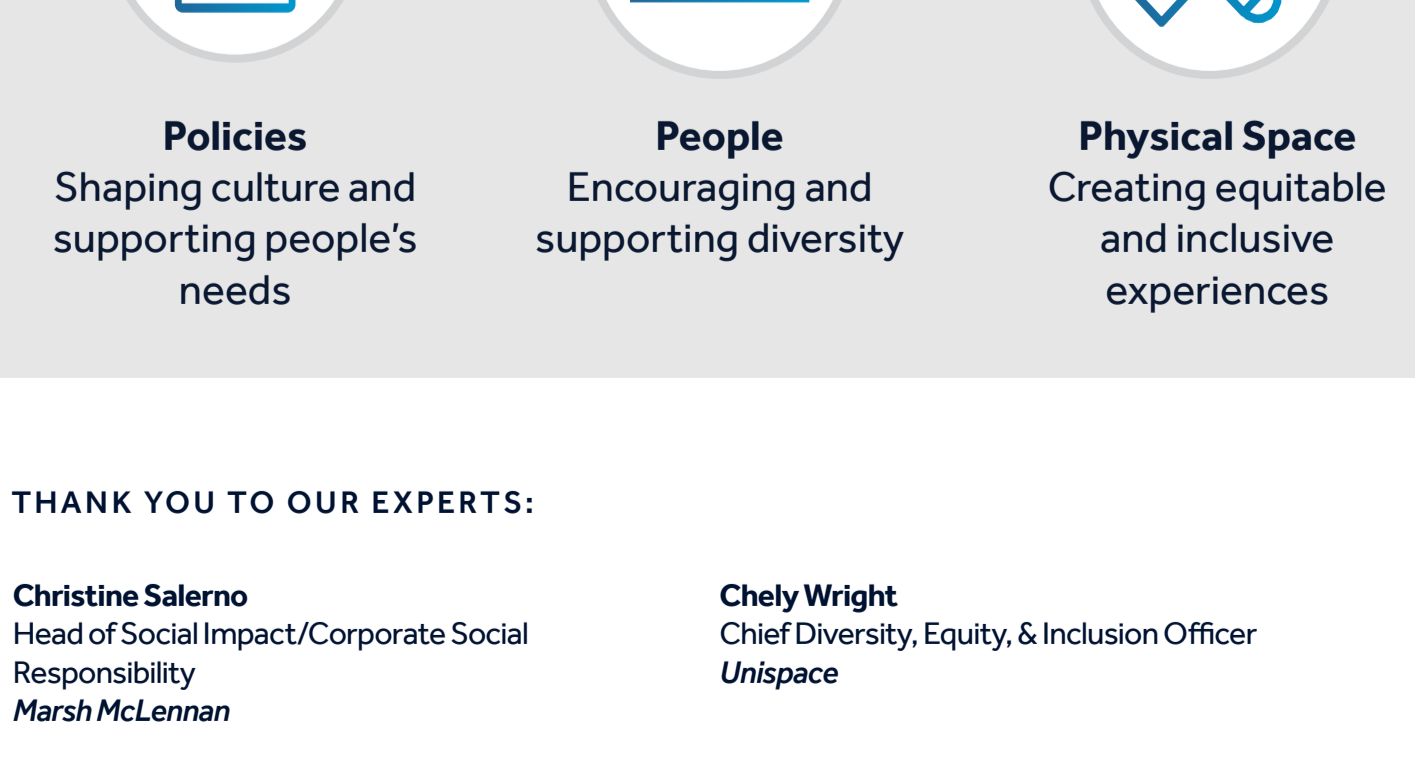
It's important to drive opportunity, to drive unity and awareness for women, to train and really create a difference globally.
Maureen Ehrenberg
CEO, Blue Skyre IBE

HOW CAN ORGANIZATIONS NOT ONLY RECRUIT DIVERSE TALENT, BUT RETAIN THEM?



PRO TIP: Help new hires form connections by getting together with a broader group in the organization so they feel comfortable with different teams and have natural resources away from the day-to-day reporting line.
Christine McClure
Head of Social Impact/Corporate Responsibility, Marsh McLennan

TYING IT ALL TOGETHER



THANK YOU TO OUR EXPERTS:

- Christine Salerno**
Head of Social Impact/Corporate Social Responsibility
Marsh McLennan
- Chely Wright**
Chief Diversity, Equity, & Inclusion Officer
Unispace
- Maureen Ehrenberg**
Chief Executive Officer
Blue Skyre IBE
- Emily Watkins**
Head of Enterprise
Unispace
- Susie Scher**
Partner Goldman Sachs
Chair Global Financing Group

Find out how we can help you create an inclusive work environment

Get in touch