

TRANSFORMATION: GENDER AND INCLUSION

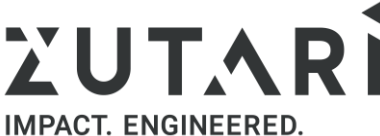
THE UNCONCIOUS BIAS

Presented by:
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Meng. Civil

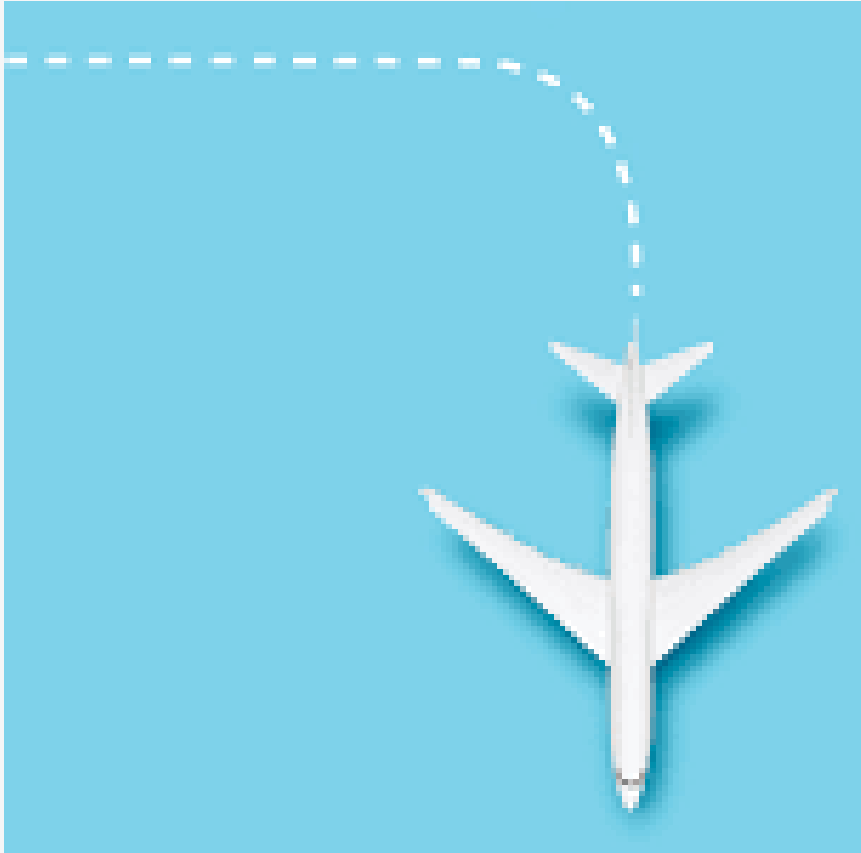
Wednesday, 29 September 2021



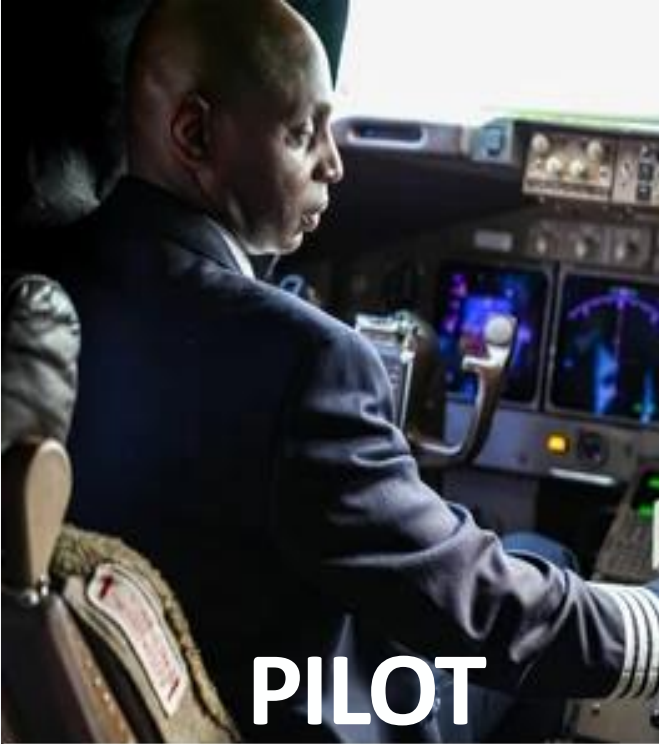
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VISUALISING SCENARIOS



EXAMINE YOUR MENTAL IMAGE



What is unconscious bias?

Learned attitudes or stereotypes that exist in our subconscious and can involuntarily affect the way we think and act.

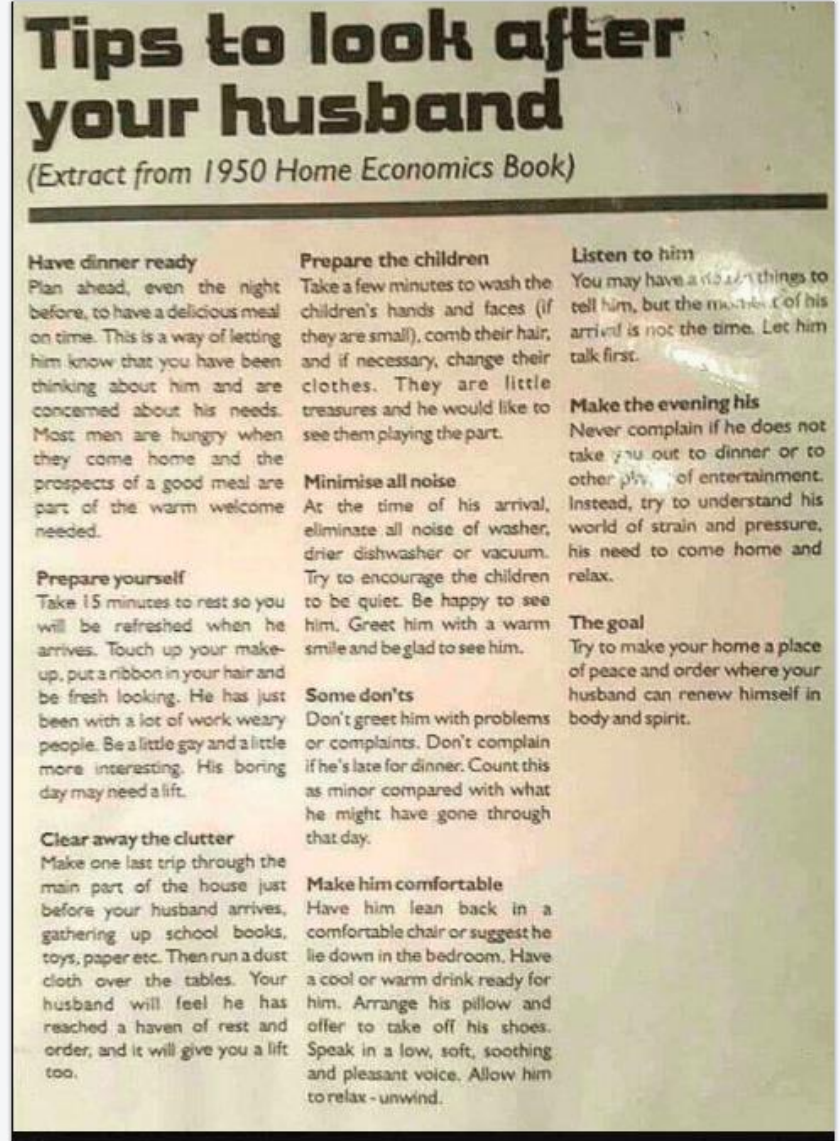


FORMING UNCONSCIOUS BIAS

- **Past Experience**
- **Other's experiences**
- **Social and cultural norms**
- **Exposure (like Media)**

GENDER ROLES

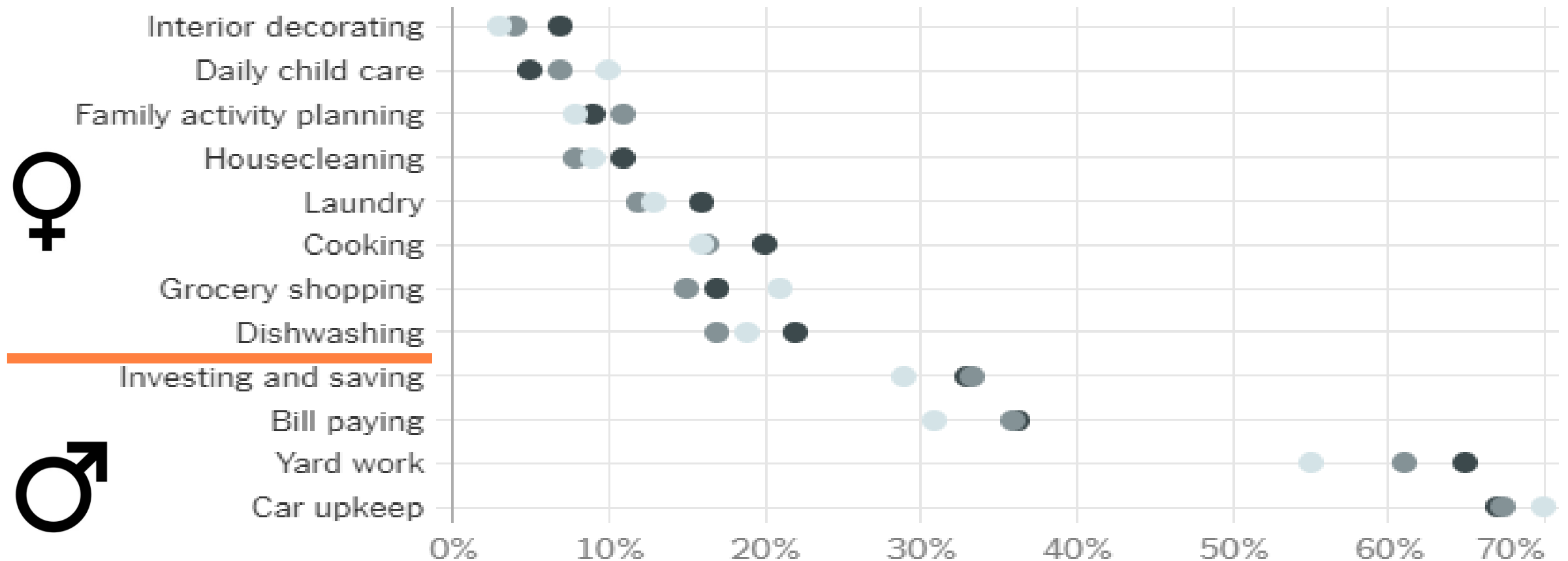
- Gender roles refer to the set of social and behavioural norms that are considered to be socially appropriate for individuals of a specific sex.



Young Men Do No More Housework Than Older Men

The share of men who say they are more likely to do a domestic chore than their female partner, by age.

● Age 18-34 ● Age 35 to 54 ● Age 55+



Source: Gallup • By The New York Times

MIND THE WAGE GAP

The gender wage gap as the difference between the average hourly median earnings of a company for male and female employees.

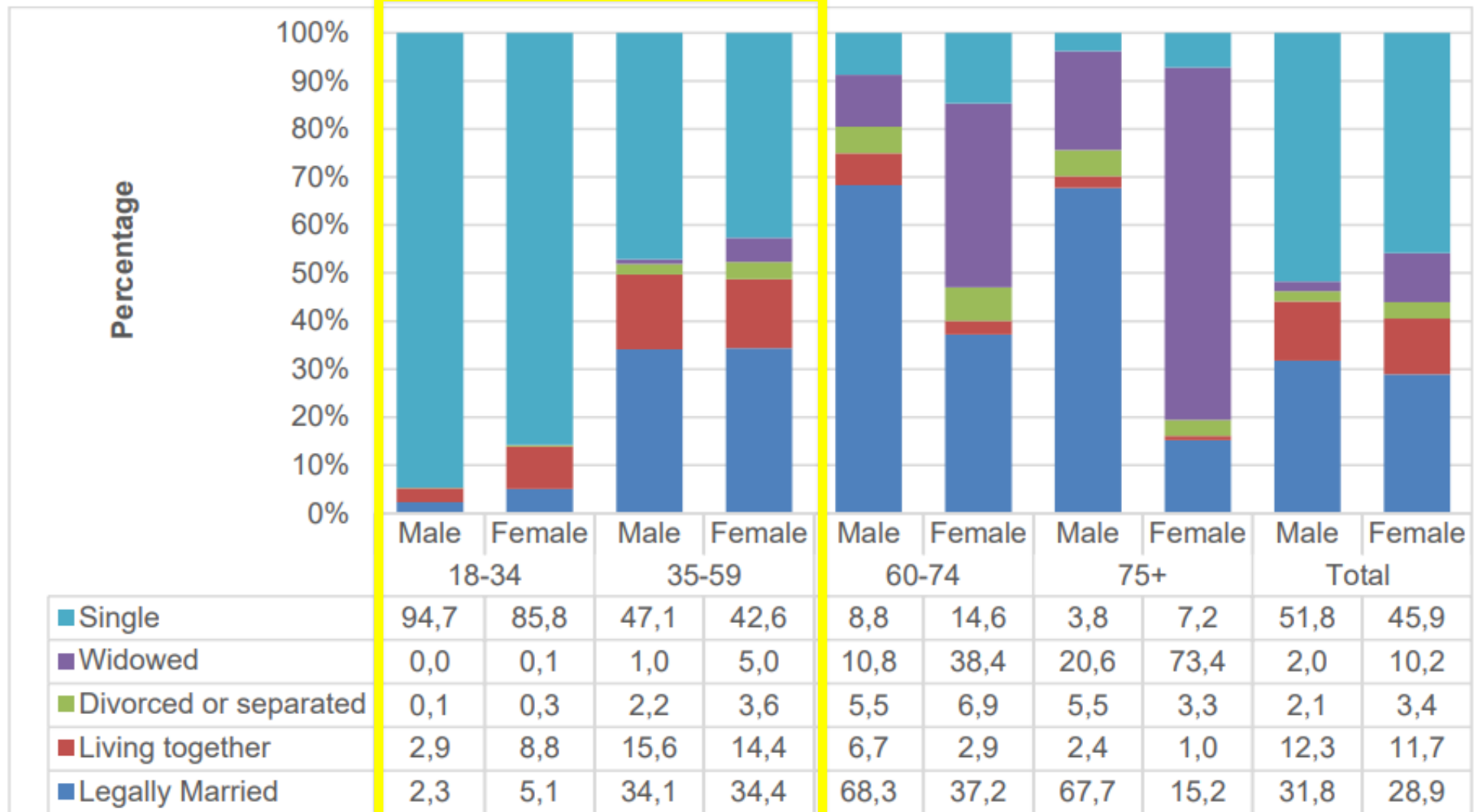
Achieve equal pay



The principle of equal remuneration for work of equal value must be protected in law and promoted in practice.

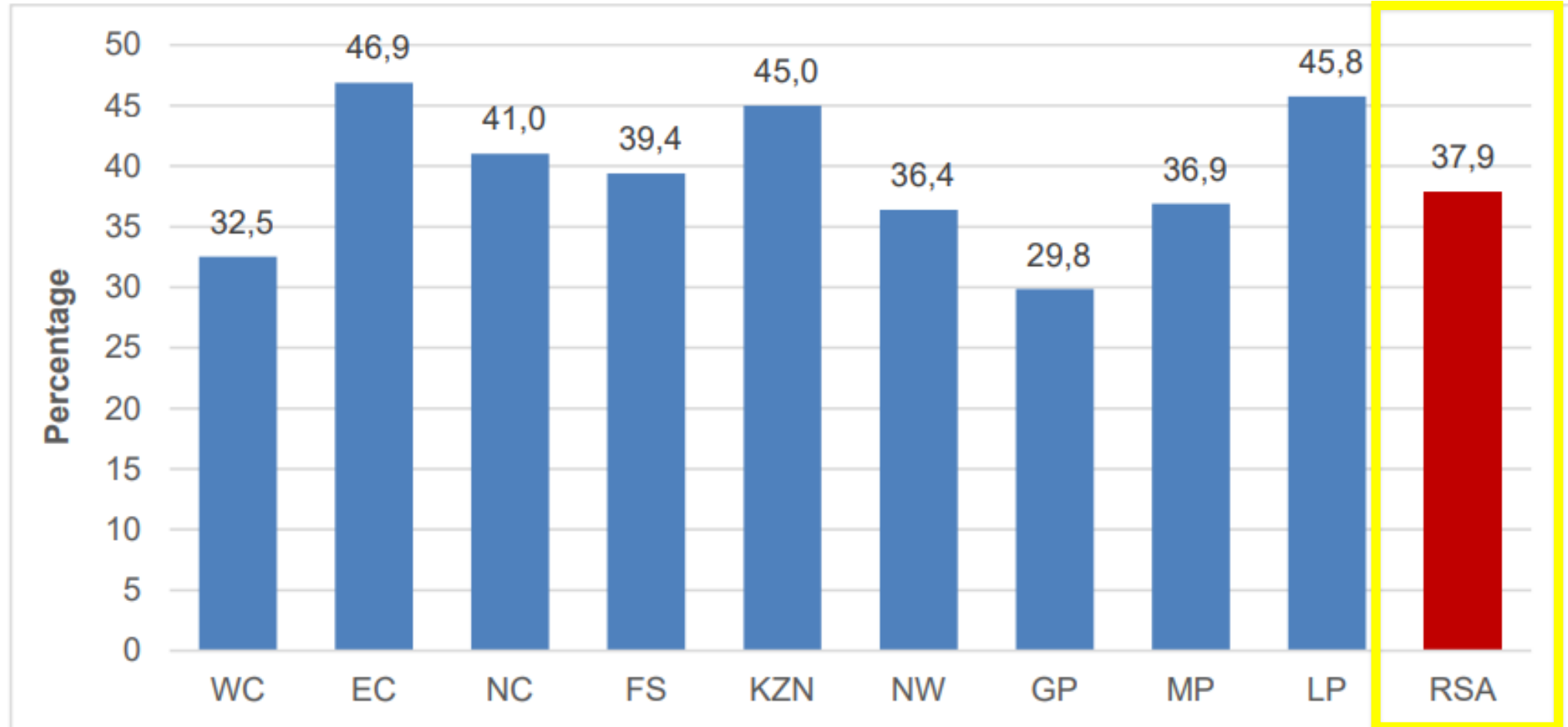
WAGE GAP

Figure 3.1: Marital or relationship status for individuals aged 18 years and older, 2018



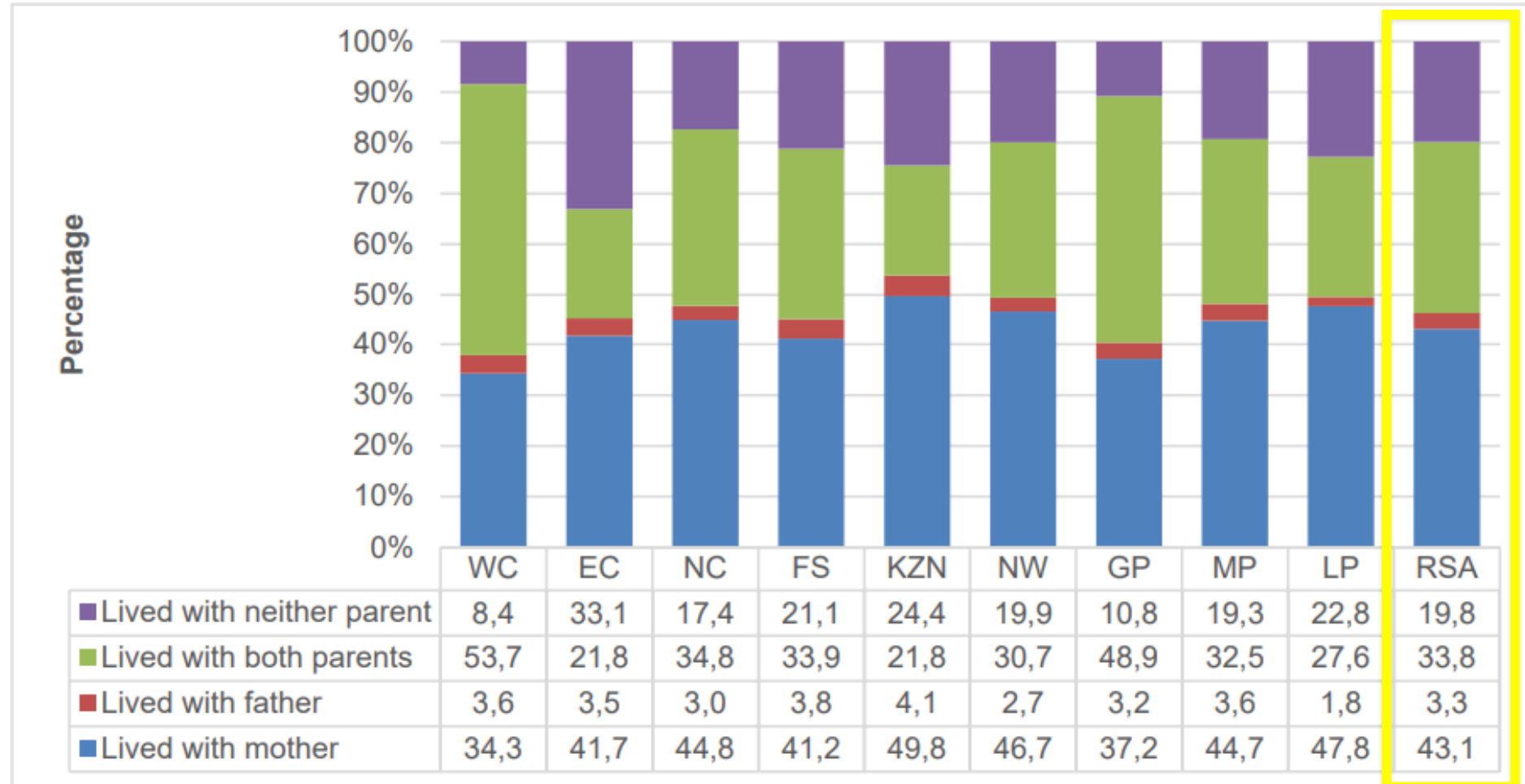
WAGE GAP

Figure 3.3: Percentage distribution of female-headed households by province, 2018



WAGE GAP

Figure 3.7: Percentage of children by living arrangements and province, 2018



DIVERSITY, INCLUSION & TRANSFORMATION

- **Fulfilling different roles**
- **Mind the Gap**
- **Workplace – Inclusion and Transformation**
- **Check your Unconscious Bias**

DIVERSITY, INCLUSION & TRANSFORMATION



Focus on a few concrete business outcomes



Design a compelling experience



Change behavior first



Plan and commit to a comprehensive journey



Include everyone but the unwilling



2 Foster emotional commitment



4 Start with the highest-impact roles



6 Promote citizen-led innovation



8 Engage with cultural influencers



10 Track results and course-correct

