

CONSCIOUSLY UNBIASED

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H I R E T A L E N T

It's Women's History Month, and we still have a long way to go when it comes to reaching equality. Each and every one of us has a role to play in advancing equality—particularly men, who hold the majority of top leadership positions. At [Consciously Unbiased](#), it's important for us to amplify the voices and experiences of women all year around. This month, we're spotlighting Reshma Saujani, the founder of Girls Who Code and the [Marshall Plan for Moms](#), with a [special event](#) featuring her new book, *Pay Up: The Future of Women and Work (and Why It's Different Than You Think)*. You can find more information and a link to register below.

Also important for creating a more equal workplace is to commit to becoming aware of our biases. We *all* have biases—it's part of being human. Our collective biases can show up in the cultures and systems that contribute to gender inequities. Here are some common gender biases women experience in the workplace:

Performance Reviews: Biases often come into play when giving feedback, meaning the information we're delivering may be influenced by prejudices. For example, [one study](#) found that 66% of women's performance reviews contained negative personality feedback such as, "You could be less abrasive," compared to only 1% of men's reviews.

The Motherhood Penalty: Research finds that [23% of working mothers](#) say they have been passed over for a promotion because they have children. Moreover, [41% of employed Americans perceive working moms](#) to be less devoted to their work and a third judged them for needing a more flexible schedule.

Pathways to Advancement: For every 100 men promoted to manager, [only 86 women are promoted](#). This is known as the "broken rung," where fewer women are promoted into management positions, and therefore there is less of a pipeline for women on the pathway to top leadership roles.

Microaggressions: As women move up into leadership positions, they are more likely to face microaggressions that challenge their competence—such as being interrupted, hearing comments on their emotional state, or having their judgment questioned, and women of color are far more likely than white women to experience disrespectful and othering behavior, according to the [Women in the Workplace 2021 Report](#).

As we're doing the work to become more aware of our biases, the next step is to practice how to break the bias. You'll find real-world action steps on how to do that during [our special event with Reshma for "Pay Up"](#). I hope to see you there, so together we can build better workplaces for all.

Ashish Kaushal, CEO, HireTalent & Founder, Consciously Unbiased

Please Join Us

JOIN US FOR THE VIRTUAL, INTERACTIVE EVENT

REGISTER NOW

www.ConsciouslyUnbiased.com/Register

Please join Consciously Unbiased for an interactive event sponsored by TAPFIN with Reshma Saujani, founder of Girls Who Code and the Marshall Plan for Moms, to discuss her new book "Pay Up" on Friday, April 1st at 12pm ET. We will have a candid conversation and also interactive breakout rooms with special ambassadors Eve Rodsky, author of "Fair Play;" Fatima Goss Graves, President & CEO of the National Women's Law Center; Dr. LaNail Plummer, CEO of Onyx Therapy Group; and Rachel Thomas, co-founder and CEO of LeanIn.org. The first 500 attendees get a FREE copy of the book.

[Save your spot here.](#)

REPLAY

VP of Content for Consciously Unbiased Holly Corbett joined NBC News Now to talk about her Forbes article, "[What Equal Pay Day 2022 Data Is—And Is Not—Telling Us.](#)"

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Click on the button below to learn more about our offerings, or reach out to anita@consciouslyunbiased.com or holly@consciouslyunbiased.com to connect.

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