

The future of work: Diversity and inclusion as a competitive advantage for your business







**To reach 50 million
users**



64
years



**22
years**



**7
years**

19
days















Women Drive Majority of Consumer Purchasing and It's Time to Meet Their Needs

BY AMY NELSON, FOUNDER AND CEO, THE RIVETER @AMY_RIVETER





Stage 1: Process Changes

Woman aged 112 says her secret to long life is smoking 30 cigarettes a day

Batuli Lamichhane took up smoking when she was 17 - and is still going strong almost a century later



By [Aamir Bashir](#)
12:32, 26 JAN 2016

NEWS



***Up to 60% off
includes**

- **50% No Claims Discount**
(if claims free for 5 years)
- **27% No Penalty Point Discount**
(If you and all named drivers are
penalty point free and hold a driving
licence capable of incurring
penalty points for driving offences in
the Republic of Ireland. Available on
Aviva Car Insurance policies only).

Blog

SAT Strategy by Gender: Men Guess, Women Leave it Blank

November 18, 2011 @ 10:03am

by **Freakonomics**



To guess or not to guess? Most students wrestle with this question at least once during their multiple choice test-taking years. A [new paper](#) by Harvard economics grad student **Katherine Baldiga** examines whether men and women approach the issue differently. From the abstract:



Set up a Gender Group/ Committee/ ERG



Employment Contract

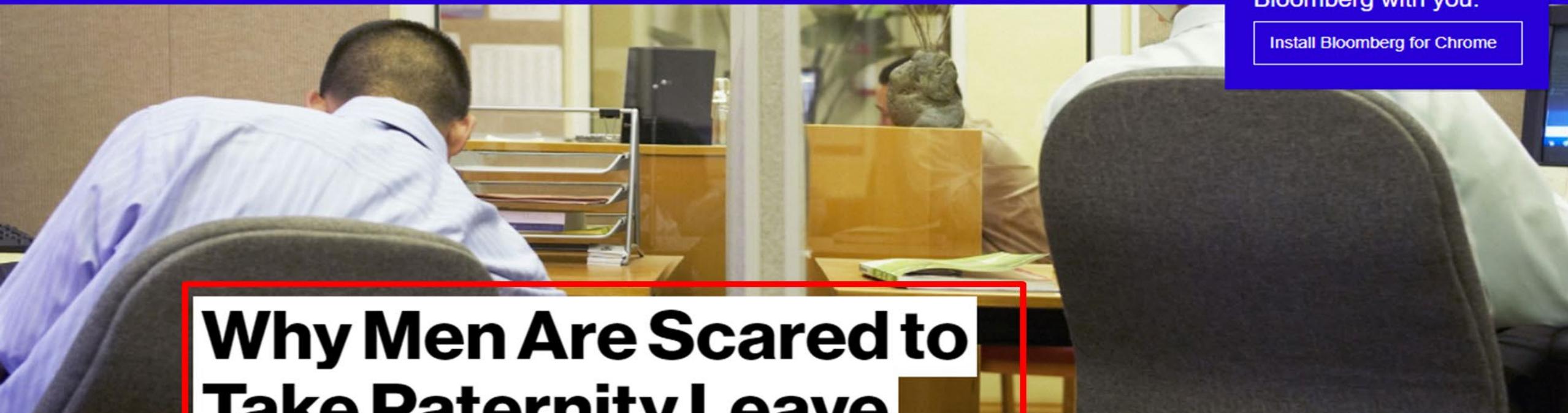
This contract of employment is entered into between
[redacted] (hereinafter referred to as 'Employer') and [redacted]

under the terms and conditions

Effective from [redacted] until either party terminates the contract
for a period of [redacted] * day(s) [redacted] week(s)/month(s)

Attendance allowance of \$ [redacted]

(amount)



Why Men Are Scared to Take Paternity Leave

Photographer: Helen Ashford/Getty Images

On average, companies offer new dads about half as much time off as new moms. That sends a message.

By **Rebecca Greenfield**

October 10, 2016, 3:09 PM GMT+1

One would think that if given the paid time off to care for their newborns, men would take it. But even at the rarified companies that offer paternity or parental leave, new dads don't often take advantage of the benefit. Why not? Sure, there's the cultural stigma and the (legitimate) fear of losing out on job opportunities. But giving men less time off than women might also have something to do with it.



ie
BUSINESS SCHOOL

GLOBAL MBA

Length 15 MONTHS	Language ENGLISH	Format BLENDED	Intakes SEPTEMBER APRIL
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Early everyday messages shaping our subconscious





Is the gender pay gap a form of sexism?

Updated / Saturday, 5 Feb 2022 06:00



Vital steps for Irish employers to prepare for EU pay transparency

The EU's Pay Transparency Directive will create a more equitable pay landscape, says Aon Ireland expert







Why only gender?

Above the water line

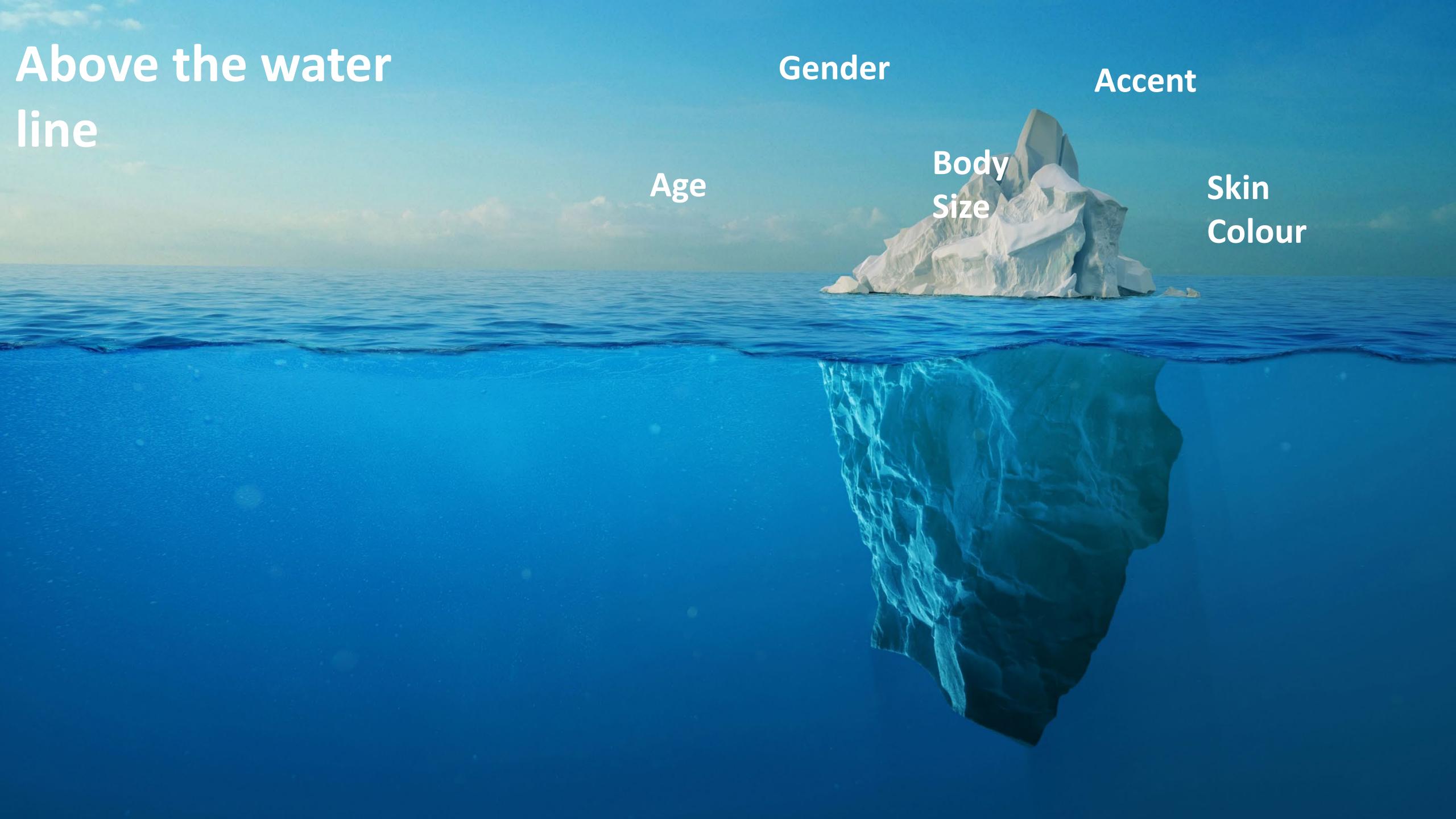
Age

Gender

Accent

Body
Size

Skin
Colour



Above the water line

Age

Gender

Accent

Skin
Colour

Values

Parental
status

Socio-
economic
class

Education

Ethnicity

Marital
status

Beliefs

Sexual
orientation

Religion

Personality
type

Below the water line

Body
Size



Stage 2: Practice Changes

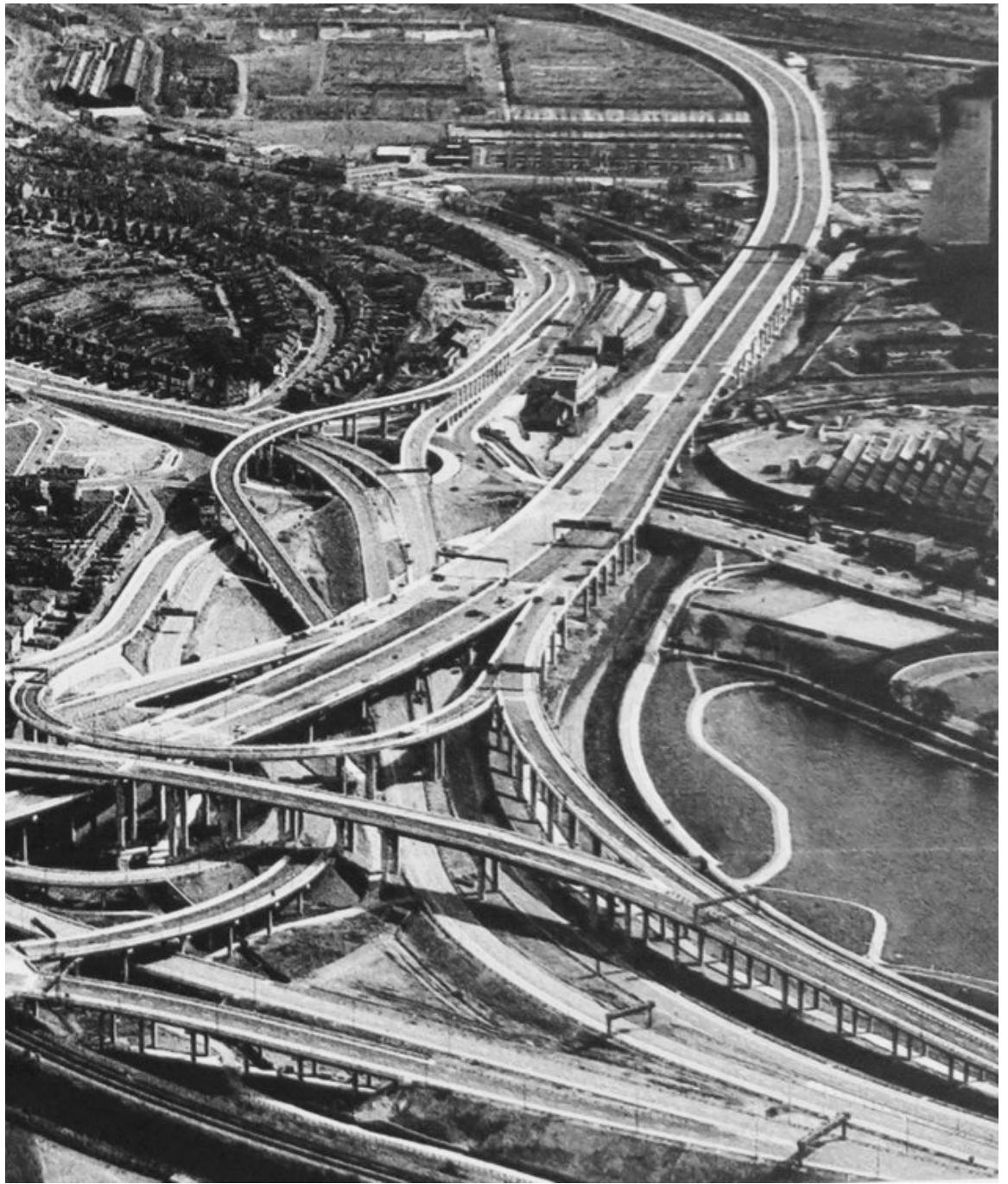
CULTURE

COMPLEX

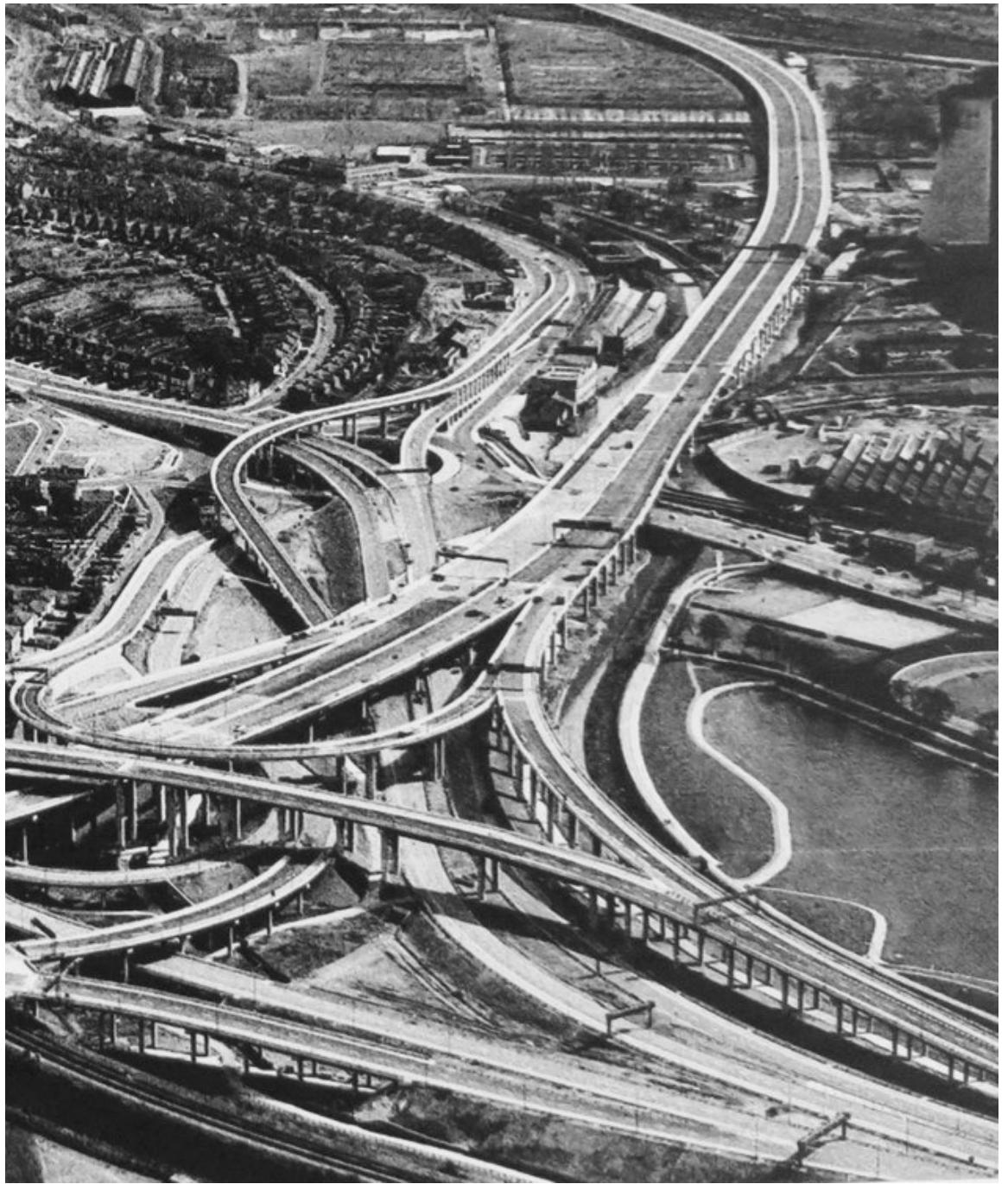
VS

COMPLICATED











"If I treat everyone the same then
there is no issue"

"It's just about the best person for the
job"

Dominant culture

Type	Dominance
Gender	
Nationality	
Sexual Orientation	
Age	
Ethnicity/ Race	
Body Image	
Physical Ability	
Socioeconomic upbringing	
Education Background	
Religious affiliation	
Language/ accent	
Parental Status	
Marital/ Domestic status	

Dominant culture

Type	Dominance
Gender	Male
Nationality	Native
Sexual Orientation	Hetrosexual
Age	35 – 55
Ethnicity/ Race	White/ EU
Body Image	Fit
Physical Ability	Able bodied
Socioeconomic upbringing	Middle/ upper class
Education Background	Degree
Religious affiliation	Christian
Language/ accent	English
Parental Status	With children
Marital/ Domestic status	Hetro / Married



Homophily



People of similar characteristics tend to befriend each other



Amazon tells staff to get back to office five days a week

1 day ago

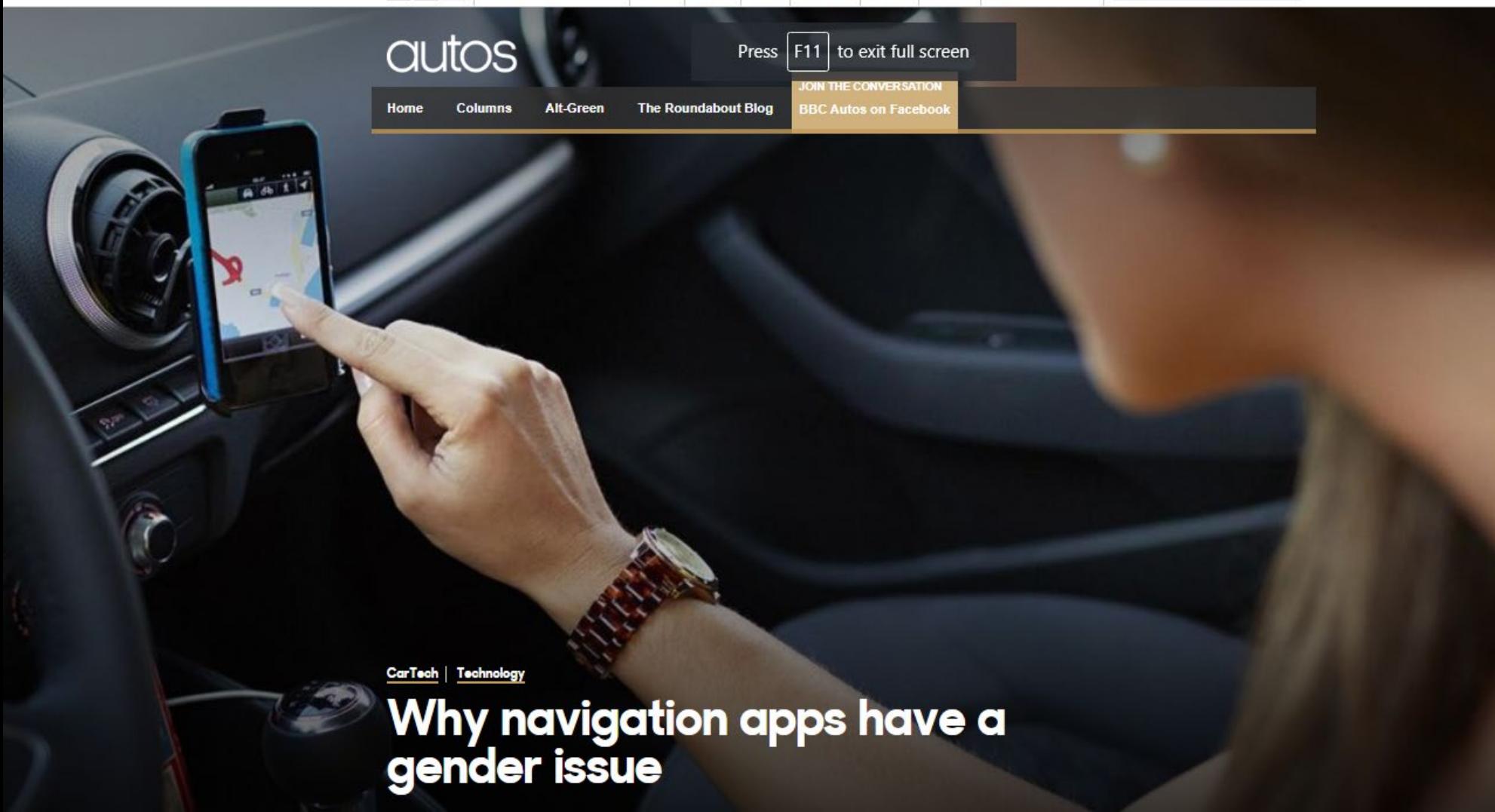
Share  Save 

Natalie Sherman

BBC News



**Privilege is invisible to
those who have it.**



CarTech | Technology

Why navigation apps have a gender issue









Amazon's mental health kiosk mocked on social media as a 'Despair Closet'

Kari Paul · 5 days ago

 Like  Comments |  1

Amazon was lampooned on social media Thursday after sharing a video highlighting "AmaZen", a small enclosed booth installed in an Amazon warehouse where employees can go to "focus on their mental wellbeing".



Google Walkout: A New Dawn For Women's Work Globally?



Bonnie Chiu Senior Contributor ⓘ

ForbesWomen

I write about gender and diversity in the emerging world.

Follow

TWEET THIS

Change is long overdue in women's work. 35% of women have experienced sexual harassment at work.

Google Walkout mobilised 24% of the whole company, based on the latest employee figure of Google.

f Last week, [20,000](#) workers in Google offices across 50 cities walked out protesting sexual harassment and misconduct, and demanding for an inclusive workplace culture. The organizers had originally predicted only [1,500](#) workers would participate. The higher than expected turnout, the



IDEAS









WOMEN ARE NOT
GOING TO BE EQUAL
OUTSIDE THE HOME
UNTIL MEN ARE
EQUAL IN IT.

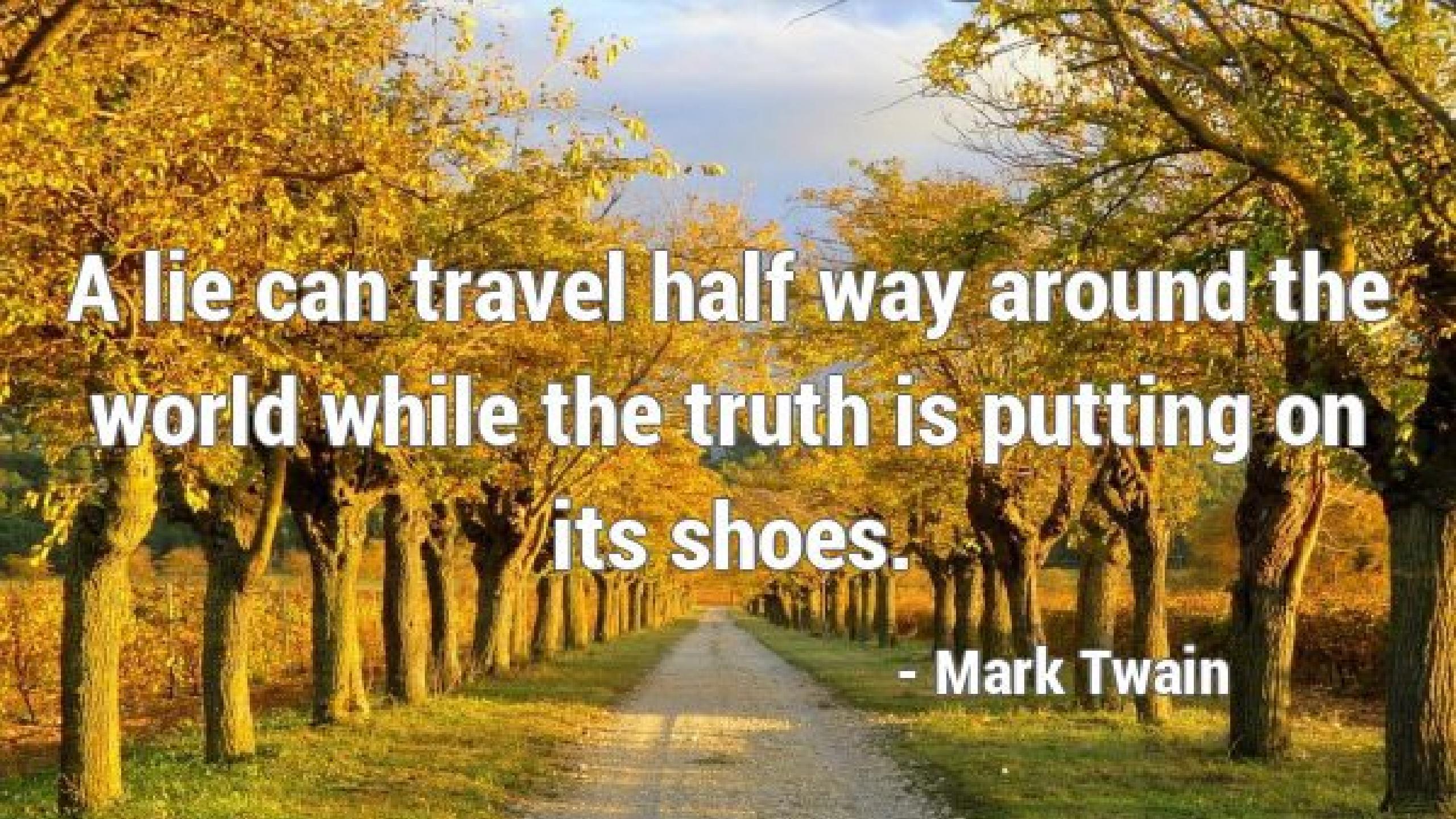


**BLACK
LIVES
MATTER**





CONCLUSION

A photograph of a dirt road winding through a dense row of trees with vibrant autumn leaves. The trees are tall with thin trunks, and their branches are heavily laden with yellow and orange foliage. The road is a light-colored dirt path, and the sky above is a clear, pale blue with some faint power lines crossing it.

A lie can travel half way around the world while the truth is putting on its shoes.

- Mark Twain

It should just be about the
best person for the job

I should be free to choose
whoever I want to hire

“its so woke now, its so
politically correct”

**WHAT GETS
MEASURED GETS
MANAGED.**

-PETER DRUCKER





A hand in a light blue shirt sleeve reaches out from the left side of the frame towards a glowing, complex network of blue and white points and lines against a dark background. The network is centered around the text.

Thank You
Peter Cosgrove



FUTUREWISE