

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



FUTUREWISE





CITYFRONT PLACE RENTAL RESIDENCES 312.464.



**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

M News ▸ Weird News ▸ Smoking

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



4

SHARES



4

COMMENTS

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



☐ Attendance allowance of \$ _____

(amount)

Employment Contract

This contract of employment is entered into between _____
(hereinafter referred to as 'Employer') and _____
(hereinafter referred to as 'Employee')

under the terms and conditions of employment below:

Effective from _____

Either party terminates the contract.
Contract for a period of _____

* days

_____ week(s)/ month(s)

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

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

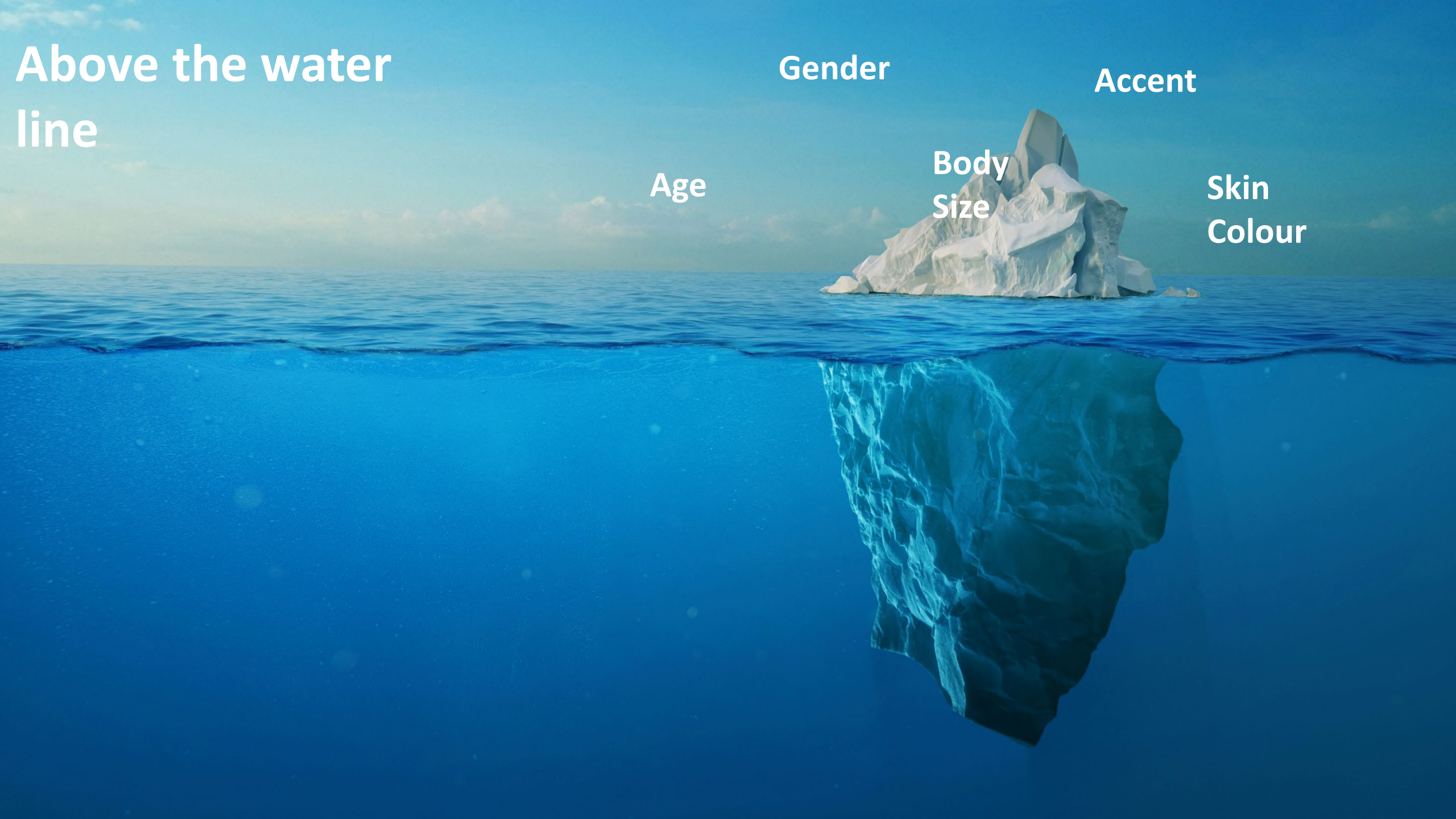
Gender

Accent

Age

Body
Size

Skin
Colour



**Above the water
line**

Gender

Accent

Age

Body
Size

Skin
Colour



Values

Education

Parental
status

Socio-
economic
class

Ethnicity

Beliefs

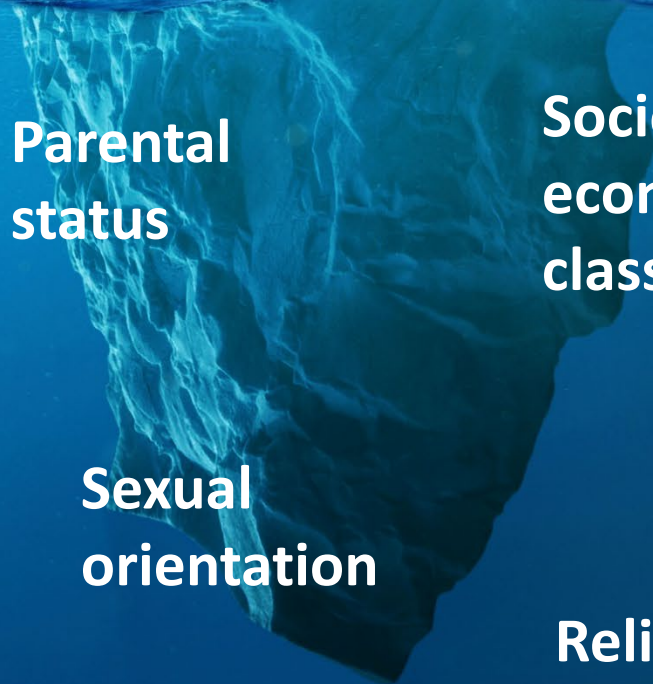
Sexual
orientation

Marital
status

Personality
type

Religion

**Below the water
line**



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.**

autos

Press **F11** to exit full screen[Home](#)[Columns](#)[Alt-Green](#)[The Roundabout Blog](#)[JOIN THE CONVERSATION](#)[BBC Autos on Facebook](#)[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.



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







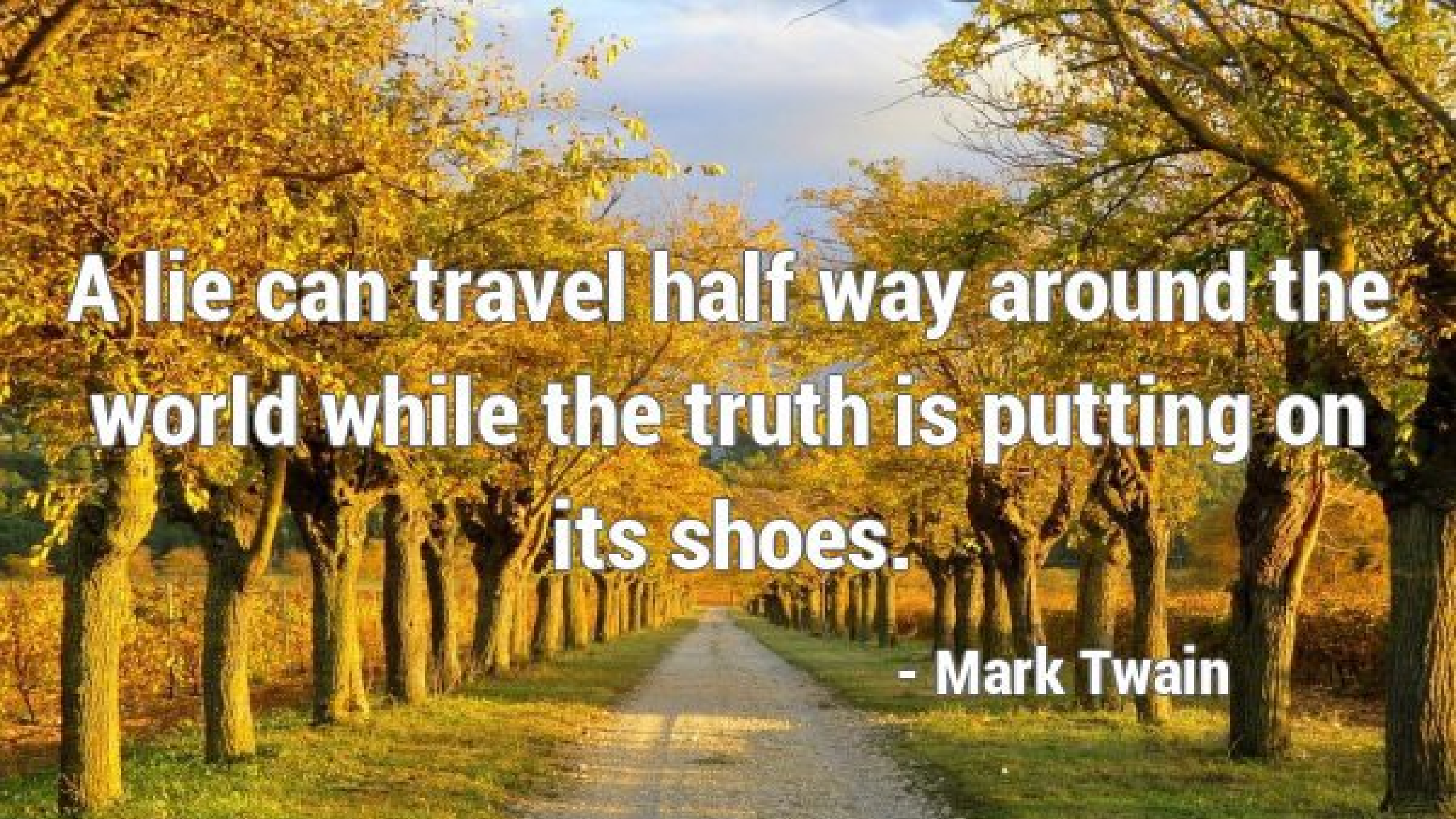


**WOMEN ARE NOT
GOING TO BE EQUAL
OUTSIDE THE HOME
UNTIL MEN ARE
EQUAL IN IT.**





CONCLUSION

A photograph of a long, straight path or road stretching into the distance, flanked by rows of trees with vibrant yellow and orange autumn foliage. The path is paved and leads towards a bright horizon under a clear sky. The overall atmosphere is peaceful and scenic.

**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 bottom left towards a complex, glowing digital network of nodes and lines that fills the background. The nodes are small circles of varying sizes, some bright blue and others dimmer, connected by thin white lines. The overall scene is set against a dark background, creating a high-tech, futuristic feel.

Thank You
Peter Cosgrove

