

Gender Parity in the Agile Community



Anu Smalley



In the future there will be no female leaders, There will just be leaders.

~ Sheryl Sandberg





In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier

In a year marked by crisis and uncertainty, corporate America is at a crossroads. The choices companies make today will have consequences on gender equality for decades to come.

Women in the Workplace 2020

McKinsey & Company

8 Facts on Gender Parity

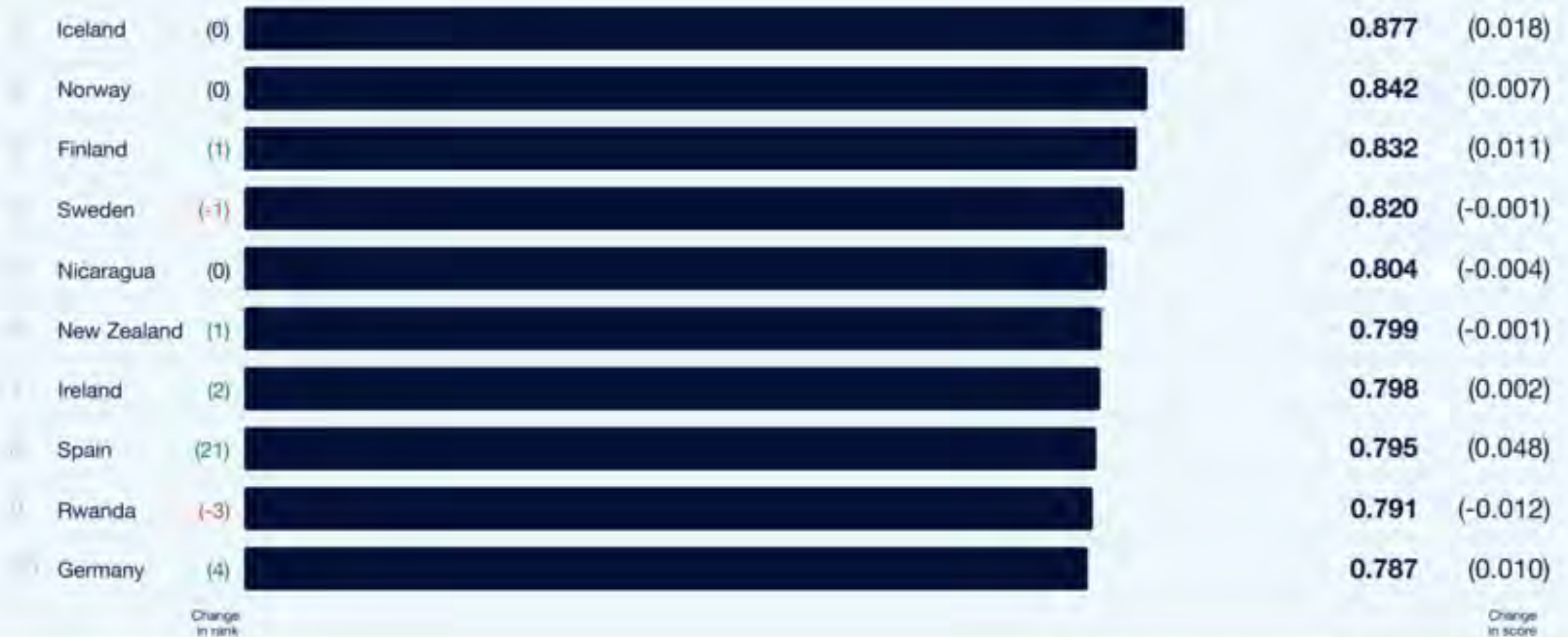
- Women make up half the world's population but only contribute 37% to global GDP
- \$12 Trillion could be added to the global GDP by 2024 if the gender gap is narrowed
- 195 million fewer women than men are literate
- 190 Million fewer women than men have access to an account at a formal financial institution
- Women spend 3X more hours on unpaid care work than men do
- 90% of CEO's in S&P 500 companies are promoted or hired from line roles,
- It will take >100 years to reach gender equality in the C-Suite based on current trends
- Less than 50% of employees believe their company is doing what it takes to improve gender diversity



Which country has the smallest gender gap?

THE GLOBAL GENDER GAP INDEX RANKING, 2020

Global, Top 10





% of Women on Companies' Board of Directors



% of Women on Companies' Board of Directors



Years to Gender Parity

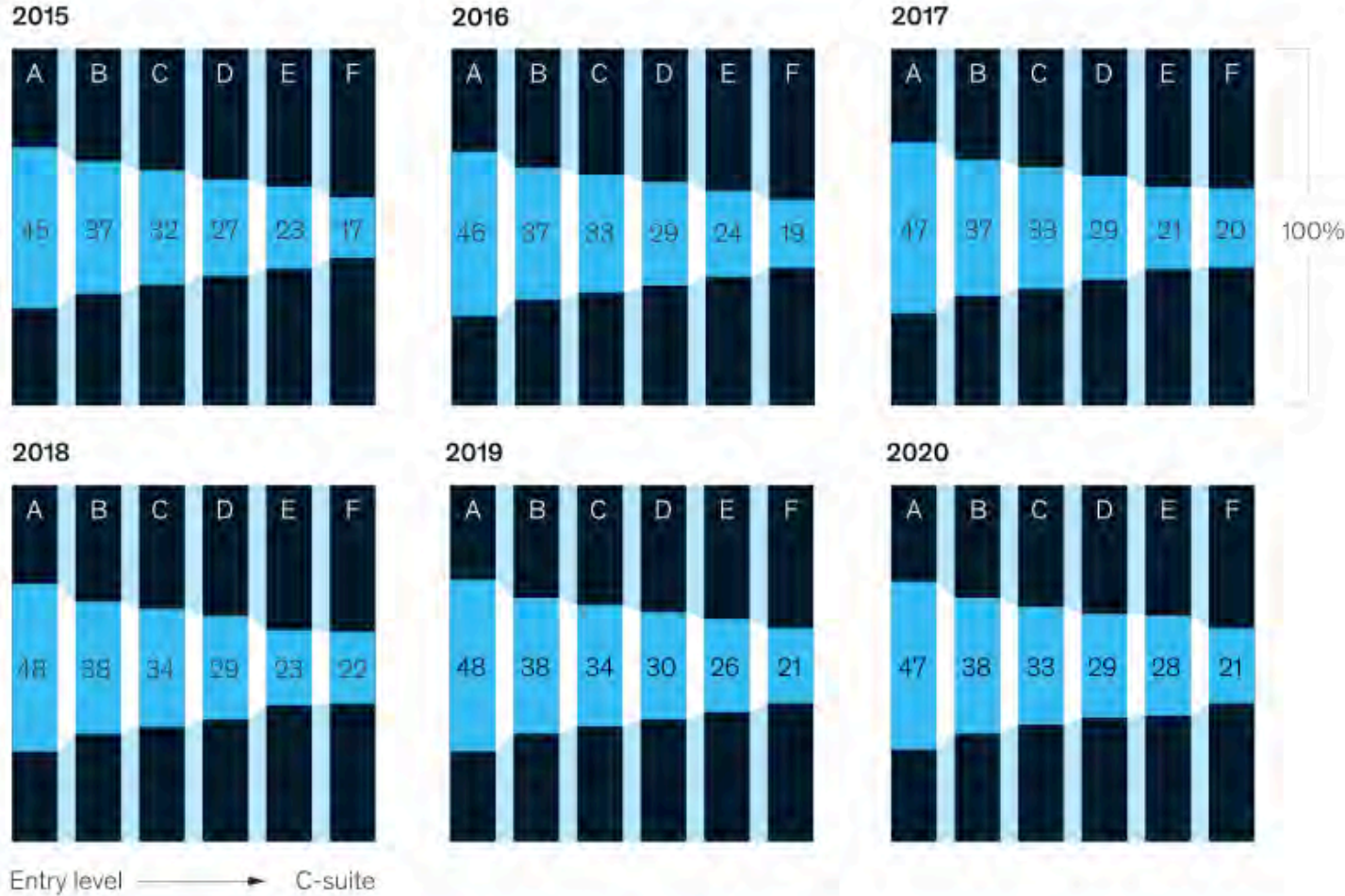
Which region is closest?

- 54 Years **Western Europe**
- 59 Years **Latin America and the Caribbean**
- 71.5 Years **South Asia**
- 95 Years **Sub-Saharan Africa**
- 107 Years **Eastern Europe and Central Asia**
- 140 Years **Middle East and North Africa**
- 151 Years **North America**
- 163 Years **East Asia and the Pacific**

Since 2015, we've seen only modest signs of progress in the representation of women in the corporate pipeline.

Representation of women by level, % of employees

A = entry level B = manager C = senior manager/director D = vice president E = senior vice president F = C-suite



Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020



The Glass Ceiling

The Broken Rung

- The “glass ceiling”—a term introduced more than 40 years ago—refers to an invisible, systemic barrier that prevents women from rising to senior leadership.
- It is actually the first step up to manager— or the “broken rung.”

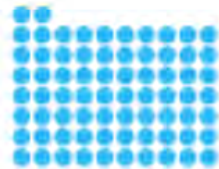
For every 100 men promoted – How many women were promoted?

The biggest obstacle women face is the first step up to management.

Ratio of promotions to first-level manager by gender and race



For every **100 men**
who were promoted
to management...



...only **72 women**
were promoted

If women are promoted and hired to first-level manager at the same rates as men, we will add

**1 million
more women**

to management in corporate America over the next five years.

Source: 2019 McKinsey & Company and LeanIn.Org Women in the Workplace study

McKinsey
& Company

Five steps
companies
can take to fix
their broken
rung—and
ultimately
their pipeline



1. Set a goal
for getting
more women
into first-level
management



2. Require
diverse
slates for
hiring and
promotions



Stereotypes Prejudice Unfair
Research Behavior Beliefs
Groups UNCONSCIOUS Subtle
Measure BIAS Implicit
Reaction Respect
Corporations Decisions Race
People Social Subconscious
Judgement Hidden Ethnicity
Cognition Preferences Gender

3. Put evaluators through unconscious bias training

4. Establish Clear Evaluation Criteria



5. Put more women in line for the step up to manager



WHAT CAN

YOU DO?

Changing the numbers is not enough. Companies also need to invest in creating a strong culture

Three important foundational elements:

1. Equal opportunity and fairness
2. Work-life flexibility
3. A safe, respectful workplace

LEAN IN

McKinsey
& Company



Equal Opportunity



Psychological
Safety



ENCOURAGE



EMPOWER

COACHING & MENTORING

Motivation



Advice



Success



Training



Direction



Goal



Support



Potential





Sustainable Pace

MON

TUE

1

17

24

6

7

13

30

29

Flexible
Schedule



empathy

warmth
present meeting
feelings
emotional
needs

connect

communication
listening
emotions
i hear you
hearing
relationship
community

awareness
self-empathy
safety

giving
interpersonal
understanding
responsive

empathic
soul
consciousness
compassionate
request

hear
speak
heart
insight
compassion
presence
dialogue
mutual
authenticity

What will you do to help?



The 1st Prime Minister to have dealt with a major terrorist attack, a deadly volcanic eruption and a pandemic all in her 1st term in office, **all while holding a baby!**



Jacinda Ardern

gracias
どうも
ARIGATO
DANKU
DANKE
MERCI
DANKE
KÖSZI
muchas gracias
ありがとう
TEŞEKKÜR EDERİM
MOLTE GRAZIE
GO RAIBH MAITH AGAT

grazas
GRAZZI
THANKS
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THANK YOU
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vielen dank
muchas gracias
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спасибо
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TEŞEKKÜR EDERİM
muchas gracias
obrigado
спасибо
NA GODE



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Leadership is a Team Sport





What questions do you have?

A close-up, slightly blurred photograph of a field of tall green grasses. The grasses are blowing in the wind, creating a sense of movement. The background is a soft, out-of-focus green, suggesting a vast field. The overall tone is natural and fresh.

Your Feedback is Important to us.....