



GETABSTRACT REVIEW OF **What Works**

Gender Equality by Design

Harvard professor Iris Bohnet offers research-based solutions on how to move the needle in hiring and promotion with easy-to-implement, systemic changes that have big impacts:

Discussion Questions

1. Are you aware of gender stereotypes that impact your own thinking and behavior?
2. Do you agree with the argument that de-biasing organizations rather than trying to change individual mindsets can be more effective at removing gender barriers?
3. What is the difference between sponsorship and mentorship, and how might women benefit more from the latter?
4. What can your organization do to attract more women into positions traditionally held by men?

STEP 1

Have your team read the [getAbstract summary](#).

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.

“Any organization that hopes to learn and improve needs to base its decisions on evidence.”

What Works

Iris Bohnet

Additional resources



Gender Equality

