



**Collaborating with Men  
To Build Inclusive Workplace Cultures  
A short rant: How men and women can be  
feminists at work**

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**Does the culture of your workplace lead to women encountering more challenges than men in advancing their careers?**

**39%**

**of women think this  
the case in their  
workplace all the time  
or often**

**17%**

**of their male  
colleagues agree**

Cross sector aggregated data n = 4,953. (2350 women and 2603 men)

**Does the culture of your workplace lead to women encountering more challenges than men in advancing their careers?**

**48%**

**of senior women think  
this the case in their  
workplace all the time  
or often**

**19%**

**of their senior male  
colleagues agree**

Cross sector aggregated data n = 4,953. (2350 women and 2603 men)

**Think the culture of their workplace lead to women encountering more challenges than men in advancing their careers – all the time or often**

**48%**  
of women in  
STEM businesses



**10%** of men

**45%**  
of women in prof  
services



**25%** of men

**32%**  
of women in  
public sector



**9%** of men

Cross sector aggregated data n = 4,953. (2350 women and 2603 men)

# Examples of everyday sexism

**Networking/Sponsorship:** The informal male networks are the biggest barrier. However, because they are informal and again, because men are more comfortable with men, it is very difficult to alter that. The only way a woman can get ahead is by having a senior male colleague really invested in them and that doesn't happen often enough. *(Man)*

**Double standards:** There is a natural tendency by people in the firm (both male and female) to allocate more administrative and less skilled tasks to women. Female members of staff (even experienced, qualified lawyers) are more likely to be expected to circulate details for conference calls, arrange meetings for others, take notes, organise. *(Woman)*

**Benevolent sexism:** I was not invited to study for a professional qualification, when a number of males in an equivalent position were invited to do so. When this decision was questioned (not by me directly), my colleague was told that it was unlikely I would want to commit the time because I have a baby. *(Woman)*

**Double standards:** Partners evaluate associates based on what they recognise as strengths. In a male dominated partnership men will therefore be assessing associates based on characteristics they value in men around them. For example, women are said not to be "hungry" enough to succeed. Clients (who are increasingly women especially at the senior end) value their advisers very differently. *(Man)*