



WISE Experience





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Experience

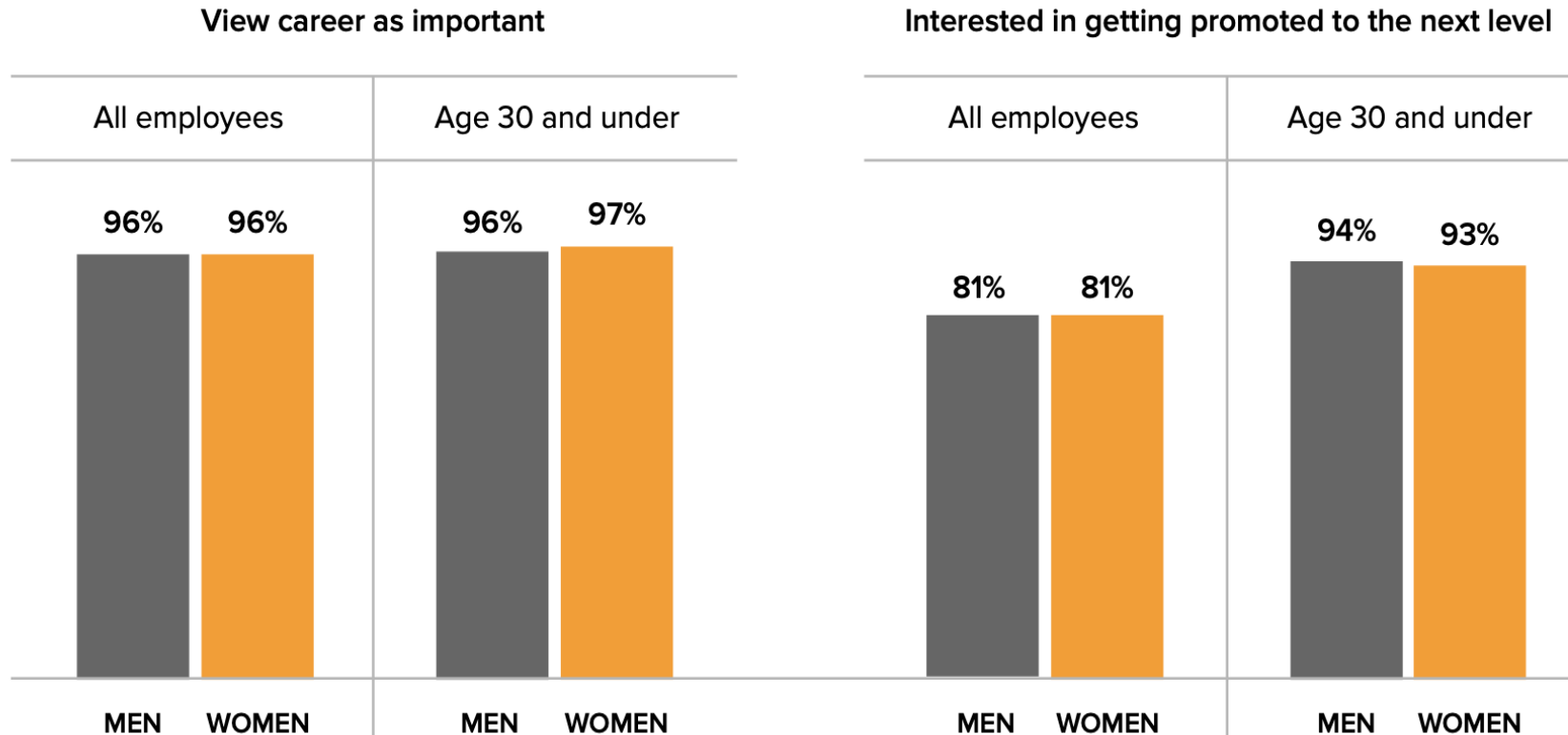


I am angry that I have to be angry

CAREER ADVANCEMENT

WOMEN ARE JUST AS COMMITTED TO THEIR CAREERS AND ADVANCING AS MEN

% of women and men and those 30 and under who say their career is important to them and they are interested in being promoted to the next level





CLAIM PHYSICAL SPACE

- Posture
- Voice
- Body Language





CLAIM SPACE COLLABORATIVELY

- Know your worth – be comfortable/amplify other women
- Mentor, Sponsor, Coach



MYTH

The biggest barrier to women's advancement is the "glass ceiling"

REALITY

The "broken rung" is the greatest obstacle women face on the path to senior leadership



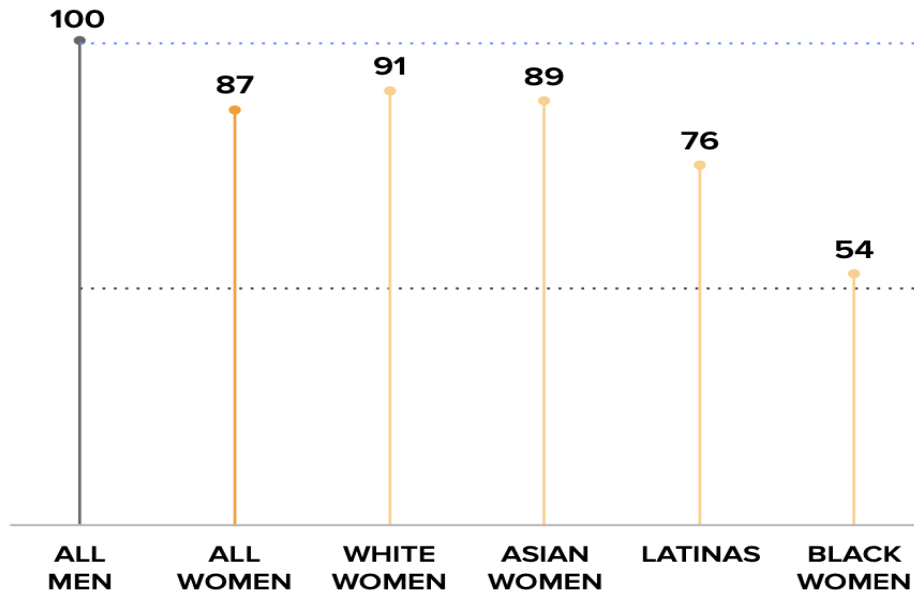
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WOMEN LOSE THE MOST GROUND AT THE FIRST STEP UP TO MANAGER

Ratio of promotions to manager for men vs. women

For every 100 men promoted to manager,
far fewer women are promoted



Progress for early career Black women remains the farthest out of reach.¹⁴ After rising in 2020 and 2021, likely in response to heightened focus on their advancement, the number of Black women promoted to manager for every 100 men has fallen back to 2019 levels.¹⁵

2018	2019	2020	2021	2022
58	58	82	96	54

BUT WHY?

Women are often hired and promoted based on past accomplishments, while men are hired and promoted based on future potential.

This unfair thinking—rooted in what social scientists refer to as “performance bias”—can be particularly challenging.

Because women early in their careers have shorter track records and similar work experiences relative to their men peers, performance bias can especially disadvantage them at the first promotion to manager.





NEVER CEDE YOUR SPACE

- Boundaries keep you safe
- Never silence other women

MYTH

It's mostly women who want—
and benefit from—flexible work

REALITY

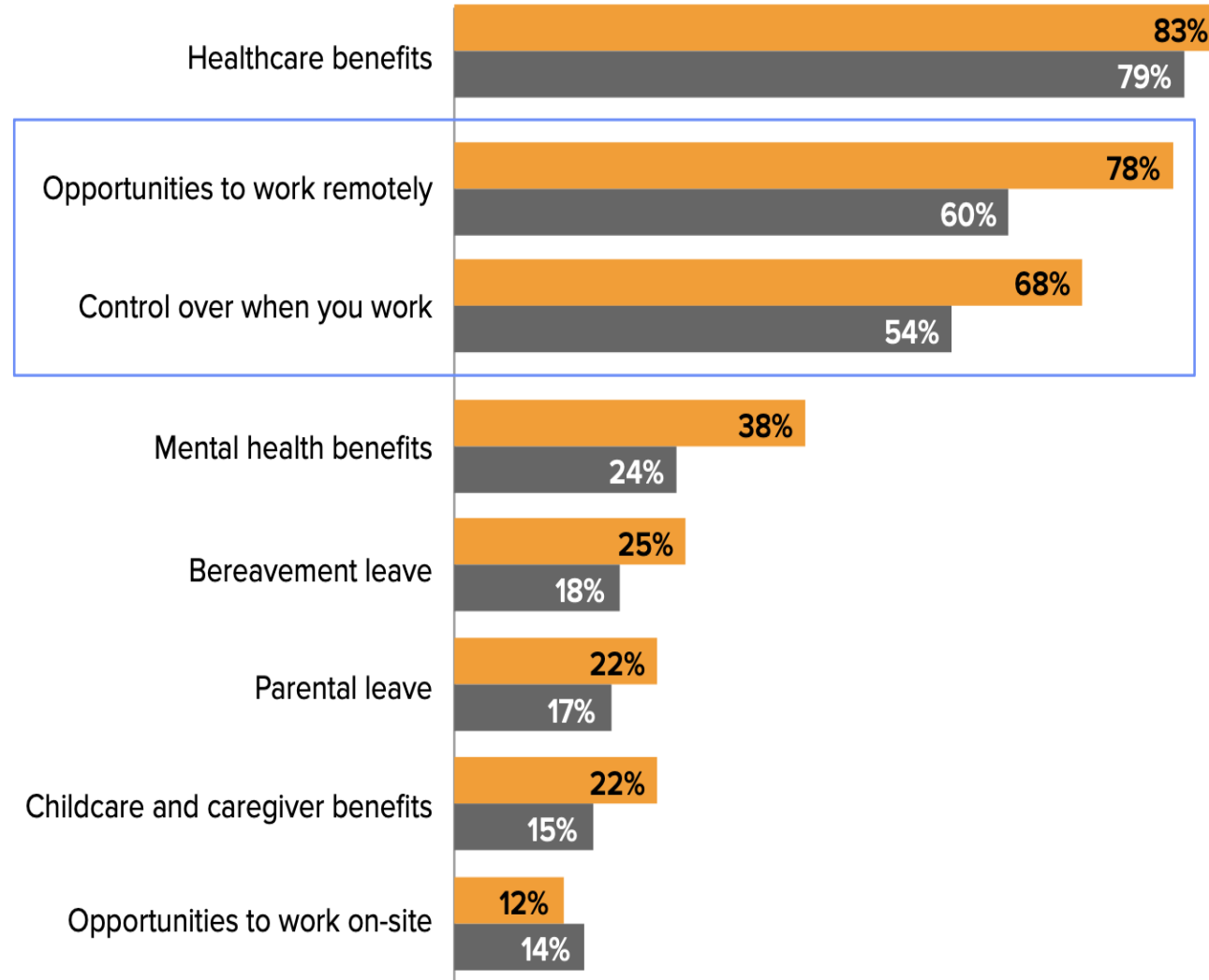
Men and women see flexibility as
a “top 3” employee benefit and
critical to their company's success

EMPLOYEES HIGHLY VALUE OPPORTUNITIES TO WORK FLEXIBLY

WOMEN MEN



% of women and men saying these benefits are most important to them





CLAIM YOUR SAFETY IN ANY SPACE

- Microaggressions
- Interruptions



Women with traditionally marginalized identities face more microaggressions at work

BETTER EXPERIENCE  WORSE EXPERIENCE

ALL MEN	ALL WOMEN	LGBTQ+ WOMEN	WOMEN WITH DISABILITIES		WHITE WOMEN	ASIAN WOMEN	LATINAS	BLACK WOMEN
MICROAGGRESSIONS ²⁴								
Challenges to competence								
14%	21%	26%	32%	Others get credit for their ideas	21%	17%	15%	22%
17%	23%	33%	39%	Their judgment is questioned	24%	16%	17%	27%
5%	9%	11%	14%	They've been mistaken for someone more junior	9%	8%	6%	9%
10%	22%	30%	35%	They're interrupted or spoken over more than others	22%	19%	19%	24%

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BETTER EXPERIENCE  WORSE EXPERIENCE

ALL MEN	ALL WOMEN	LGBTQ+ WOMEN	WOMEN WITH DISABILITIES		WHITE WOMEN	ASIAN WOMEN	LATINAS	BLACK WOMEN
Demeaning and “othering”								
2%	5%	13%	12%	Others comment on their appearance	5%	3%	5%	6%
6%	12%	21%	25%	Others comment on their emotional state	12%	7%	10%	13%
10%	14%	23%	25%	They’re criticized for their demeanor ²⁵	15%	9%	14%	18%
2%	4%	6%	6%	They’re confused with someone else of the same race/ethnicity	2%	14%	6%	15%
3%	4%	5%	5%	They feel judged because of their accent	2%	7%	10%	8%
5%	7%	8%	9%	Others make assumptions about their culture ²⁶	2%	17%	16%	13%

BETTER EXPERIENCE  WORSE EXPERIENCE

ALL MEN	ALL WOMEN	LGBTQ+ WOMEN	WOMEN WITH DISABILITIES		WHITE WOMEN	ASIAN WOMEN	LATINAS	BLACK WOMEN
SELF-SHIELDING BEHAVIORS ²⁷								
4%	8%	20%	17%	They feel pressure to change their appearance to look more professional	9%	7%	7%	9%
23%	32%	47%	49%	They tone down what they say to avoid being unlikable	32%	28%	26%	37%
4%	6%	35%	29%	They hide important aspects of their identity to fit in	6%	3%	6%	5%
9%	15%	28%	29%	They have to code-switch to blend in with others	12%	15%	15%	36%
22%	31%	42%	48%	They don't speak up or share an opinion to avoid seeming difficult	31%	25%	27%	39%
15%	25%	33%	41%	They feel like they have to perform perfectly to avoid scrutiny or judgment	24%	24%	20%	33%

BETTER EXPERIENCE  WORSE EXPERIENCE

ALL MEN	ALL WOMEN	LGBTQ+ WOMEN	WOMEN WITH DISABILITIES		WHITE WOMEN	ASIAN WOMEN	LATINAS	BLACK WOMEN
PSYCHOLOGICAL SAFETY								
57%	56%	61%	56%	They don't worry they'll be penalized for mistakes ²⁸	61%	51%	44%	45%
62%	54%	59%	52%	They feel comfortable disagreeing with coworkers ²⁹	57%	51%	45%	44%
52%	48%	54%	49%	They rarely feel excluded ³⁰	52%	44%	39%	37%



CLAIM SPACE UNITED

- The Need to Be Right Will Cause You to do Wrong
- There is a World White People Can Never Fully See
- Creating Safe Spaces for All





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EMPOWERMENT CIRCLES

- What was shared during the session that sparked an "aha" moment for you?
- Have you ever encountered a situation where you had to ***Claim Your Space*** - or faced a microaggression? What did that look like, how did you navigate that?
- What valuable insights will you bring back to your organization that are applicable to both women and men?





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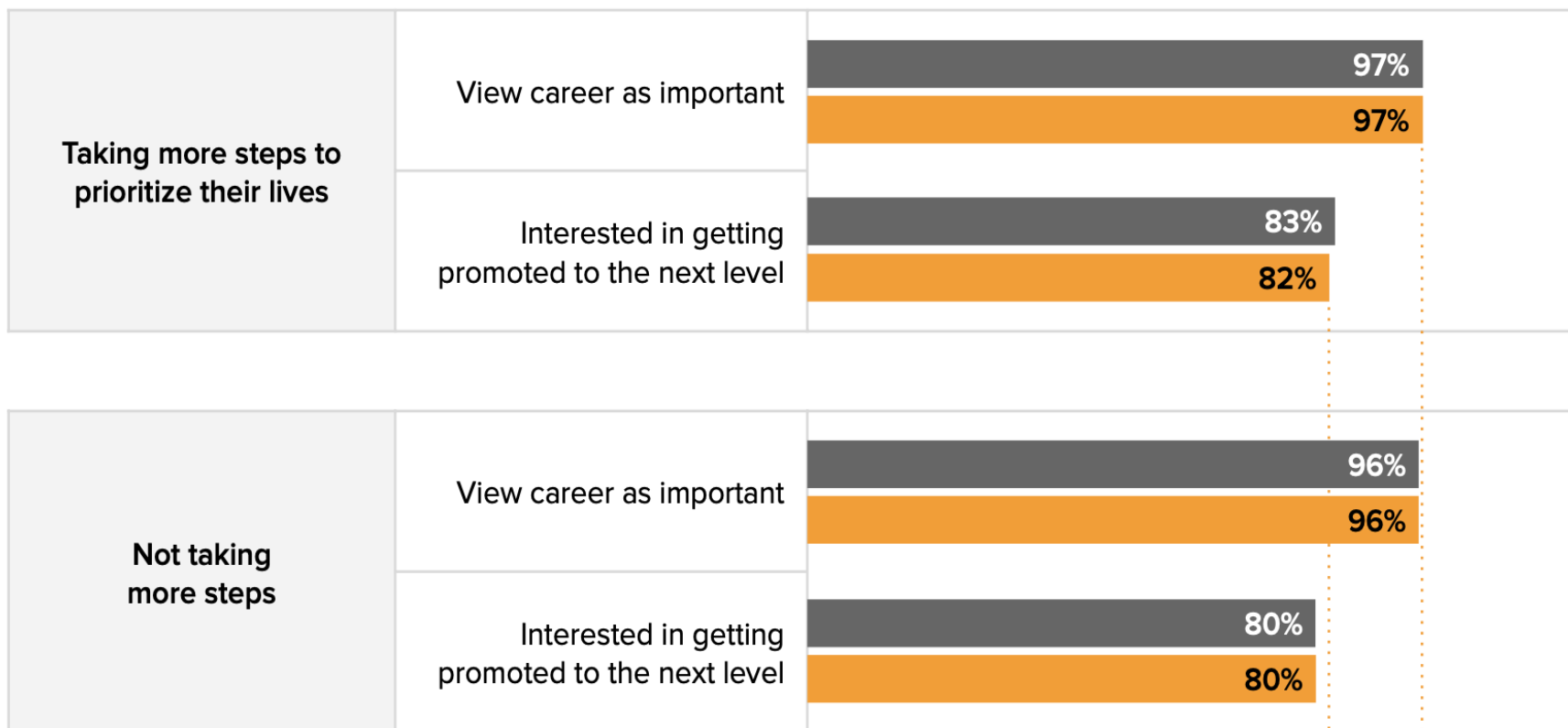
INVESTING IN PERSONAL LIFE



WOMEN WHO ARE INVESTING MORE IN THEIR PERSONAL LIVES ARE JUST AS AMBITIOUS

WOMEN MEN

% of women and men who are and aren't taking more steps to prioritize personal lives who see career as important and want to be promoted¹²





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