

LSE Power

International Women's Day 2022

We asked our members for nominations of real role models across the school who inspire, support and motivate them everyday.



The Nominees for the LSE Real Models are....

Adeola Akande Pierre-Noël

Institute of Global Affairs

Ade is full of ideas, enthusiasm and energy. She is an extraordinary mentor, giving every member of her team her full support in a tailored and sensitive way.

She makes everyone feel valued. She also happens to be a fountain of knowledge on a whole range of topics, and I have learned so much from working with her.



One word to describe you: **MENTOR**



Albina Shashyna

Human Resources

Albina is an absolute powerhouse and a really energizing person to work with. Despite having an incredibly busy schedule, she gives time to others and leads projects to support and build the LSE community. Her energy and enthusiasm is infectious and inspiring.

Albina is an incredible force of nature. She is an amazing co-chair of LSE Power and although she has an intense workload in her day job, she always finds time to go the extra mile. Her excitement and enthusiasm about new ideas and projects at LSE Power is contagious and she motivates the leads and the steering group with aplomb.

One word to describe you: **SUPERWOMAN & MOTIVATOR**

Andrew Young

Directorate

Andrew's empathy for colleagues is phenomenal. It is an inspiration to witness his expertise and his ability to influence and have people behind him to support. He shows respect.

He is a role model not only for Professional Services staff but also academic colleagues.



One word to describe you: **AMAZING**



Astrid Soiza

Student Services

Astrid is the definition of the ideal manager - grounded, relatable, understanding, and committed. She treats everyone the same, regardless of rank; she is a team player always and happy to jump into the fray to help as she can. She will support job development, following your curiosities, and supports her staff.

Her own curiosity has led her to her position today and the sense of ownership and understanding she has is essential to the Student Services Centre. She has been an advocate for me and she has improved the teams she has been a part of.

One word to describe you: **STELLAR**



Athina Chatzigavriil

Eden Centre Digital

Athina's a wonderful colleague and role model. She is an inspiration through her constant hard-work and dedication. Athina is incredibly supportive and motivates those around her to succeed. She is a natural leader who is always positive and encouraging. Athina is an absolute powerhouse and a really energizing person to work with. Despite her busy schedule her energy and enthusiasm is infectious.

Athina gives her all - to her job, her staff, her friends, and her family. She is supportive, creative, ambitious, principled, tenacious, and hugely talented. She maintains high standards for herself, and inspires high performance in her colleagues. She's just incredible!

Words to describe you: **INSPIRATIONAL & AMAZING**

Dene Donkin

Estates

Hard working colleague, always willing to inspire and help out. Whether it comes to maintenance, life knowledge or sustainability.

Dene has an amazing mindset and drive which inspires me daily!



One word to describe you: **MOTIVATOR**



Sara Geneletti

Statistics

She always endeavours to make things better for others.

She's a safe contact for bullying and harassment.

Sara is passionate about supporting students and colleagues who have experienced poor treatment.

One word to describe you: **FIERCE**

Emma Ceccato

International Inequalities Institute

Emma is not only a wonderful colleague but a great friend. Her support has been invaluable through some trying times together. Even when she is facing her own challenges, she will always listen, provide advice and be a supportive ear. She is kind yet and makes time for those that need it.

On top of this, she is also a general boss and will go for what she wants as well as being a great advocate for women's rights (and equity in general). I can't think of a better person to nominate as an LSE role model this women's day!



One word to describe you: **FABULOUS**



Emma Whybro

Human Resources

Emma is massively helpful, and always takes the time to help colleagues out when needed.

She is supportive, encouraging and a real role model of what collegiality in the workplace should be!

One word to describe you: **SUPPORTIVE**

Eoin Meade

Eden Centre

With the privilege of working on numerous projects with Eoin he is a true role model. He is an inspiration to those around him through his constant dedication to helping and supporting others within LSE by going above and beyond.

Eoin is always happy to help support myself and other team members and he is truly appreciated for this. Thank you for being a wonderful colleague and having the best jokes Eoin!



One word to describe you: **DEDICATED**



One word to describe you: **IRREPLACABLE**

Fahmida Begum

Academic Registrars

Fahmida doesn't just motivate our entire, ever-expanding team, she makes sure that everyone knows exactly what they need to do and by when, that they have all the resources in place to meet these deadlines, and that inordinate pressure is not being put on them in the process.

Granted, lots of people do as part of their day-to-day duties, but rarely have I seen someone do them **so effectively** whilst simultaneously retaining such a warm and honest relationship with everyone in the team. Fahmida always pushes us to exceed ourselves in the best possible way!

Fergus Deery

Academic Registrars

Fergus is a passionate and empathetic male ally who goes above and beyond to support LSE Power events and team posts.

He is actively engaged and 'all-in'. He is the epitome of being a "verb" ally not a "noun" ally.



One word to describe you: **SUPPORTIVE**



Hannah Erridge

Human Resources

Hannah is a wonderful colleague to work alongside! She is always so helpful and takes the time to chat through whatever might be going on.

Hannah's energy and enthusiasm are infectious, and she embodies LSE spirit through and through!

One word to describe you: **DELIGHTFUL**

Jeni Brown

Digital Skills Lab

Jeni possesses: i) clear set of values ii) sense of fairness iii) acceptance of others iv) ability to inspire

Jeni is a wonderful and open-minded person – always ready to advocate for myself, my beliefs and things that matter to me and others.

She is a motivated, dedicated leader and professional.

I am always amazed by the way Jeni handles difficult conversations, and the respect she shows staff she manages to accept thoughts, ideas, concerns and reservations of others. She is a successful, driven and smart professional and parent.



One word to describe you: **CHARISMATIC**

Jennifer Frances

Academic Registrars

She's an incredible manager, always happy to help and explain things fully so you understand the reasons why you're answering this way and the history around it.

You never feel like you're bugging her (even though I probably am!)

One word to describe you: **EXCELLENT**



Jennifer Jackson-Preece

European Institute

Jennifer has inspired, motivated and supported me. I have had the privilege of working closely with her several times and never fail to admire her integrity, fairness, knowledge, critical thinking and care for others.

As well as being nothing short of brilliant in all of her LSE roles, she is a deeply kind and giving person. I feel honoured to know her!

One word to describe you: **EXCEPTIONAL**

Joana Setzer

Grantham Research Institute

Joana's dedication to her work inspires me.



One word to describe you: **BRILLIANT**



Joanne Hay

Directorate

I'm nominating Joanne for her passion for people - for her deep appreciation that people are different and that harnessing and investing in their diverse abilities is both good for the person and good for LSE. You don't have to get on with everyone you work with but it's good to understand them - and understanding them helps you to get on with them! Just one of the lessons Joanne taught me during her Management years.

Joanne has this relentless drive to improve things at LSE. She also has the energy and the wherewithal to make things happen. A real inspiration!

One word to describe you: **PASSIONATE & POWERHOUSE**

Julia Biggane

Academic Registrars

Julia is a textbook example of a good manager and leader. She works creatively to deliver on the operational demands of her role, line manages her immediate team with a supportive but firm hand, provides intellectual as well as practical support to her colleagues. She's revered by PSS and academic colleagues for her insightful dedication.

Above all she manages upwards thoughtfully and supportively, reinforcing the same helpful and kind culture that she has developed with her team. Julia – Thank you!



One word to describe you: **KIND**



Kathryn Goodfellow

LSE Careers

Kathryn is highly conscientious, adaptable and an excellent team player. She supports and encourages colleagues across our team, and her ability to build strong relationships with employers directly contributes to the student experience at LSE.

She is a joy to work with and I wanted to recognise and celebrate this with a nomination as a real role model!

One word to describe you: **COLLABORATIVE**

Kelly Benson

Department of Management

Kelly has been part of my "volunteer" pool since the start of COVID. She has worked in various departments across the LSE. Recently, she has also been supporting various PSS recruitment campaigns across the School.

She is a true star who embodies the spirit of LSE. She is always collegial, collaborative and not least, always willing to go the extra mile.



One word to describe you: **ONE IN A MILLION**



Laura Reid

LSE Careers

Laura is always SO switched on in checking on team wellbeing and mental health, while also being super student-focussed in her approach. AND being an events management powerhouse.

It's inspiring and extremely appreciated by all who have the pleasure of working with her.

One word to describe you: **COMPASSIONATE**

Leonie Figov

International Growth Centre (IGC)

Leonie is a compassionate person who allows you to bring your 'whole self' to work. She is incredibly supportive, patient and kind - never too busy to help, provide advice or support in work and beyond. I look up to Leonie's leadership style because she always remains very involved in many aspects of the organisation and is very easy to talk to. She is extremely proactive and has a very in-depth understanding of the day-to-day work of the organisation. What is very inspiring to me is she is visionary and can often put forward new ways of thinking or completing processes to ensure that long terms goals are met.

Leonie is a colleague who perfectly understands the balance between professional work and the personal development goals we as individuals aspire to. She has given myself and the team wealth of support in our endeavours. I am extremely grateful to have someone so well rounded, grounded and empathic as a leader within our team and I have learnt a huge amount from her. Thank you for all you do Leonie!



One word to describe you: **KIND**

Liza Ryan

International Inequalities Institute

have been managing Liza since before the pandemic. It is true to say that when we started working together, the III team were having a tough time.

Liza I has shown leadership in managing, and supporting her team, as well as recruiting new PS team members.

She is so dedicated and passionate about the III and her team, it is so heart warming to see.

One word to describe you: **DEDICATED**



Lizzie Darlington

LSE Careers

One of the most pleasant colleagues to work with at LSE.

Very professional, always very polite, a pleasure to work with!

One word to describe you: **CARING**

Maria Schlegel

Social Policy

Maria is one supportive colleague! She supported me so much through navigating work and motherhood and I don't know what I would have done without her.

She's also a fabulous role model – great colleague, amazing mother and brilliant at her job.



One word to describe you: **SUPPORTIVE**

Mel Boucher

Health and Safety

Mel has been an inspiration during the pandemic. She has had to carry a huge responsibility for Health and Safety at the School. She has worked tirelessly, diligently and always with positivity. She has risen to a challenge that none of us could have seen. I am proud to have her as part of my team .

Me is constantly professional, displays great grace under fire and is incredibly supportive with sensible and considered advice when you need it. Plus, she and her team have done an amazing job through the pandemic!

Words to describe you: **AWESOME, INSIGHTFUL & UNDERSTANDING**



Neelam Talewar

Human Resources

Neelam is able to recognise, nurture and support talent and has shown impressive resilience and determination. She has inspired and guided me to reflect on my achievements to be able to articulate them clearly when it matters. She is also always very caring and considerate towards her team.

Neelam has gone above and beyond in helping my team and me with a few things recently and I could not be more grateful to her.

Words to describe you: **STRONG & EXEMPLAR**

Paula Breezer

Estates

Paula has invested a lot time and energy into her own continuing professional development. She is resilient and she weathers the challenges.

She role models tenacity and determination and I want to inspire her to keep going - you will get there!



One word to describe you: **DETERMINED**



Coretta Phillips

Social Policy

Coretta became my mentor and with her support and advice I have been promoted to Policy Fellow after 7 years of service. Coretta has inspired me to speak up for myself and my career development.

She motivates me to continue to grow as an academic. She's provided me with kindness, support and mentorship when I needed it most. As a minority woman myself, Coretta has inspired me to be more confident in my career and achieving my goals.

One word to describe you: **COMPASSIONATE**

Rachel McDermott

Academic Registrars

I cannot begin to do justice to the true amount of work Rachel undertakes. Her strength of resolve to ensure she stands up for what is right is touching and she deserves so much recognition for the amount of positive feedback and thanks she gives to others no matter how small the contribution.

I look to be more like her with the power and integrity to speak up in courageous conversations to improve the inclusivity and welcoming environment of our team. She is a champion for encouraging us all to get involved in wider school initiatives and will always give up her time for helping others whilst juggling the balance of maintaining a protective barrier to her family time.



One word to describe you: **NINJA**



One word to describe you: **GENEROUS**

Rachel Power

LSE Careers

Rachel volunteered to become my mentor this year. Although we've only met a couple times, she's made me feel very welcome and supported from the first moment I met her.

You can see the passion she has when talking about her career, which is really inspiring. Her humour and honesty made me feel instantly at ease. She's really generous with her time and support and you can really tell she loves mentoring.

Rebekah Huggins

Student Services

Rebekah is a phenomenal leader, motivator and caring person. As a manager, she prioritises her team's wellbeing and is always ready to offer her support. She also pushes her team to take on responsibilities across the school and champions their professional development.

As a colleague, she brings in sunshine and laughter to the office. We are extremely lucky to have such a beautiful soul working with us- she is a role model to me and many others.

One word to describe you: **PHENOMENAL**

Rosie Jones

Social Policy

Rosie is always supportive; her laughter brightens up the day and she is amazing at staying connected with our alumni and working with them to bring inspiration and support to our current students.

Rosie is a colleague who really cares. She's enthusiastic, creative and brilliant at her job. The one thing that really made me want to put her name forward is the support she shows her colleagues - whether that's professional or personal. She notices when people may need a bit of a boost or maybe struggling. She takes the time to check in and make you feel valued. She is someone who really 'shows up' when it's needed and is genuinely interested in making the team environment a good one. Thank you, Rosie. You are the role model of a team player, and you make difficult days at work that bit brighter with your bright personality.

Words to describe you: **FABULOUS & CARING**

Sarah Ashwin

Department of Management

Sarah has inspired, motivated and supported me. As well as being a Professor (which speaks for itself in terms of academic achievement), Sarah is deeply kind and a champion of women's equality.

I never fail to admire her wisdom, critical thinking, humour and care for others which is a rare combination in one person. I feel honoured to know her.



One word to describe you: **AWESOME**



Sarah Harrison

Government

Senior Research staff are often overlooked because they are so much fewer than academic or professional colleagues and students. Yet, our university would never be what it is without them, and the role that they play - often away from the spotlight - has much to do with what makes the LSE unique. She is one of the most exceptionally thoughtful, creative, empathic, and impactful scholars I have met in my career.

Her current work on democratic frustration enables her to go to the very heart of the malaise which is so dangerously affecting our democracies and the rainbow of methods which she uses to explore it showcases the cutting edge yet oecumenical LSE social science "signature".

Her work is also constantly aimed at making society better.

She is also an amazing team player, who not only works tirelessly for the good of everyone in our Electoral Psychology Observatory team but has constantly gone beyond her official duties to support and inspire younger researchers, our PhDs but also our fabulous undergraduate research assistants, many of whom she has undoubtedly inspired to become researchers.

In short, she absolutely is an everyday scholarly inspiration and a reminder for all of us that sometimes, the most discreet of people are precisely those an institution like ours could never do without and should never forget to value.

One word to describe you: **INSPIRATIONAL**

Sarah Coyle

Communications

The most supportive manager, particularly coming back from maternity leave and then working alongside caring responsibilities.

She is understanding, encouraging, inclusive and goes out of her way to recognise good work.



One word to describe you: **SUPPORTIVE**

Shakuntala Banaji

Media and Communications

She always has time and energy
for everyone and everything that
matters.

One word to describe you: **WHOLE**

Shuma Begum

PhD Academy

Shuma's commitment to trying to do the right thing, the right way, without fail, every time, inspires me every day.

One word to describe you: **COMMITTED**

Sue Morten

Business Improvement

Sue has been a pleasure to know and work with throughout the years. Her professionalism, her calm manner, her dedication to helping others.

Her strength in the face of sometimes difficult circumstances are inspiring. I feel very lucky to know and work with her.

One word to describe you: **INSPIRING**



Susan Scott

Department of Management

Susan has inspired, motivated and supported me for many years. Susan is fiercely intelligent, a fantastic role-model and incredibly accomplished.

She mixes this with being an incredibly kind, caring and giving person with a brilliant sense of humour, which is a rare combination. Susan has said things to me that will stay with me forever and I feel honoured to know her.

One word to describe you: **BEAUTIFUL**

Susie Ward

Student Wellbeing

Susie regularly goes the extra mile and deserves recognition, even if it might make her go red! The good links she's made across the school joined up the support services to be more effective and increased access, so student needs are met. She's successfully completed an apprenticeship. She fosters creativity and independence by truly making student peer support a student-led and student-centred programme. Her enthusiasm is infectious, she models the listening, empathy, and openness she trains. She cares about inclusivity and speaks up as an ally. Susie's created a culture where peers help each other and students. Peer supporters say these skills have improved their own lives and relationships, so Susie's contribution has a ripple effect.

Susie stepped up to be our interim Clinical Lead despite her busy workload. Susie checks on us and is our go-to person for organising socials and gifts. She's quick to show appreciation and bring a sense of fun into the team, whose work is emotionally demanding. Susie is one of the best colleagues I've ever had the pleasure of working with and the definition of an inspiring colleague



One word to describe you: **DEDICATED**



Timothy Hildebrand

Social Policy

He is always there whenever I feel doubtful or anxious, listening attentively, offering constructive advice and generously sharing his own experience.

Every time I leave a conversation with Tim, I feel calm, empowered and more confident to make the next move.

One word to describe you: **UNDERSTANDING**

Venitia Stoby

Student Wellbeing

I've worked alongside Venitia in one of her LSE roles for four years. I remain amazed by her judgement, decision-making and clarity of vision. Despite the many demands on her professionally and personally, she manages to keep fairness at the heart of everything she does - not always taking the easy decision but focussing on the right one.

She is no push-over but has a huge heart and is as supportive a manager and colleague as anyone could hope for. She may hate being nominated for this - she won't appreciate the attention - but she fully deserves it.



One word to describe you: **INSPIRATIONAL**

Vicky Turnbull

International Growth Centre

Vicky is one of the most caring, kind and all-round professional people I have had the pleasure to work with. She is extremely talented and has inspired me to work diligently and with attention to detail. Vicky daily brings a positive and proactive approach to her work and this has encouraged me to also take difficult or busy periods one step at a time. I certainly look up to Vicky, for she has a centred and grounded approach and I feel that anyone can reach out to her and talk about work and other issues - she has created a welcoming space for colleagues to engage in.

Vicky always ensures that colleagues have all the information and tools to work effectively and is always on hand to help or explain. I've been very inspired by Vicky's dedication improving processes and systems within our organisation. She is organised, effective and visionary - all the values I hope to emulate. It's been very fortunate for my career to be led and advised by a true asset and remarkable role model.

One word to describe you: **WARM-HEARTED**



Zoe Adams

International Relations

Zoe inspires me for the commitment she demonstrates to LSE, its students and the staff. She is so involved in making it a better place for all and is friendly in every interaction I've had with her.

I always feel like I can approach her, and that inspires me to be the same for my colleagues and students.

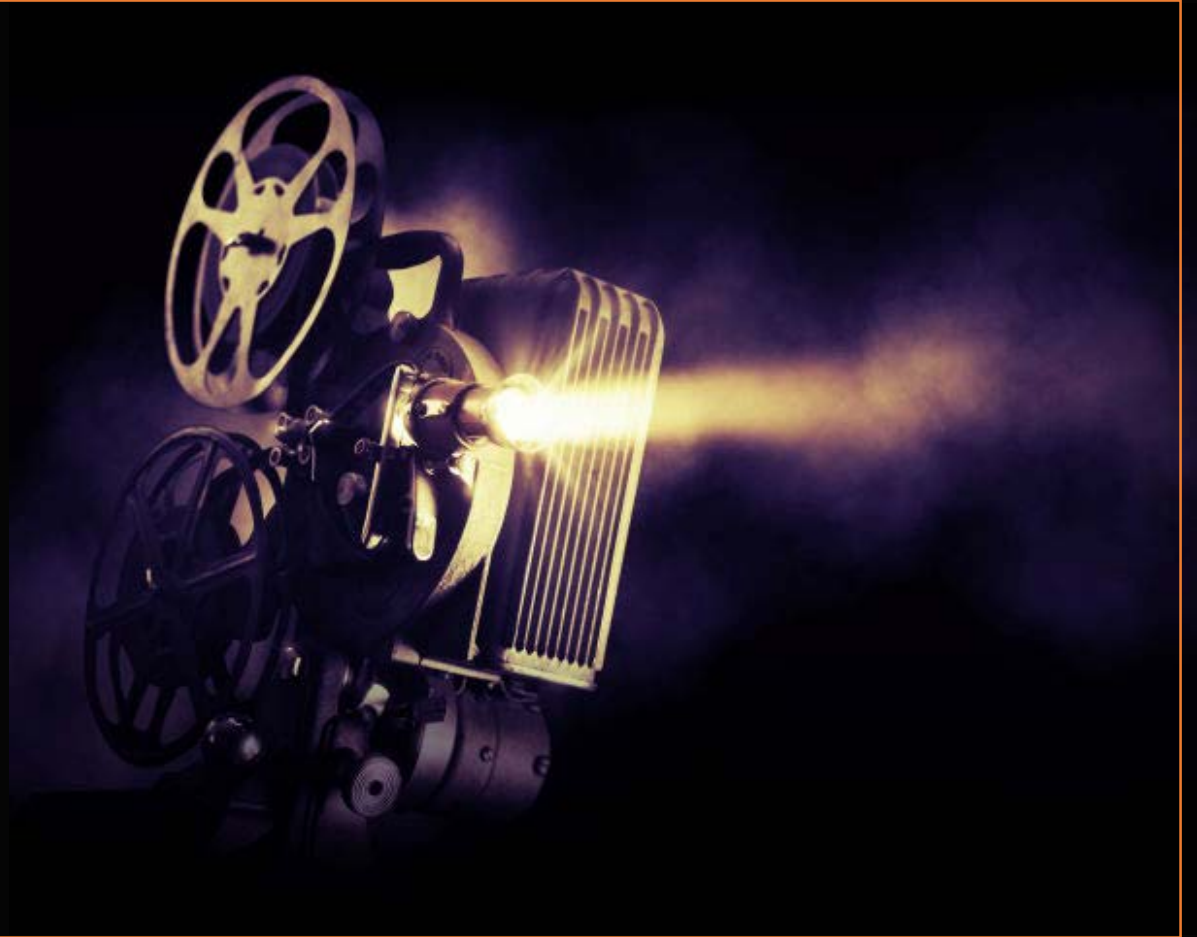
One word to describe you: **OUTGOING**

#oneword only to describe your nominee



Congratulations to all the 2022 nominees.

Thank you for the motivating/inspiring/supportive work you do to make LSE a better place.





International Women's Day 2022

#BreaktheBias

The following content has been distributed by LeanIn.org and is distributed by internationalwomensday.com

73% of women experience bias at work—yet less than a third of employees are able to recognize bias when they see it. Whether deliberate or unconscious, bias makes it harder for women to get hired and promoted and negatively impacts their day-to-day work experiences. This hurts women and makes it difficult for companies to level the playing field.

Knowing that bias exists isn't enough.

**We all need to take action to
#BreakTheBias—on International
Women's Day and beyond.**

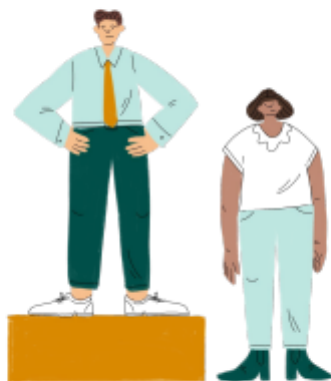


- ▶ Bias—whether deliberate or unconscious—is holding women back in the workplace.
- ▶ It makes it harder for women to get hired and promoted and negatively impacts their day-to-day work experiences.
- ▶ This hurts women and makes it hard for companies to level the playing field.
- ▶ Today, we'll learn concrete steps to address bias against women head-on.

COMMON TYPES OF BIAS AGAINST WOMEN AT WORK



Likeability bias



Performance bias



Maternal bias



Attribution bias



Affinity bias



Intersectionality

COMMON TYPES OF BIAS AGAINST WOMEN AT WORK



Likeability bias

Likeability bias is rooted in age-old expectations. We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.¹¹



Performance bias

Performance bias is based on deep-rooted—and incorrect—assumptions about women's and men's abilities. We tend to underestimate women's performance and overestimate men's.⁹



Maternal bias

Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.¹²



Attribution bias

Attribution bias is closely linked to performance bias. Because we see women as less competent than men, we tend to give them less credit for accomplishments and blame them more for mistakes.¹⁰



Affinity bias

Affinity bias is what it sounds like: we gravitate toward people like ourselves in appearance, beliefs, and background. And we may avoid or even dislike people who are different from us.¹³



Intersectionality

Bias isn't limited to gender. Women can also experience biases due to their race, sexual orientation, a disability, or other aspects of their identity.

Microaggressions are comments and actions that demean or dismiss someone based on their gender, race, or other aspects of their identity.

Some groups of women experience them even more often:

- ▶ Black women are nearly 2.5x more likely than white women to hear someone at work express surprise about their language skills or other abilities
- ▶ Lesbian and bisexual women and women with disabilities are far more likely than other women to hear demeaning remarks about themselves or others like them



In a study of performance reviews, what % of women received negative feedback on their personal style such as "You can sometimes be abrasive"?

And what % of men received that same type of feedback?

ANSWER

66% of women
and 1% of men.

You're on a team doing performance reviews and notice that a lot of women get feedback on their speaking style.

WHY IT HAPPENS

Studies show that women often get negative feedback on their speaking style, while men do not. If women are confident and assertive, they can be criticized for speaking too loudly or often. But if they are quieter, they are more likely to be told that they need to speak more confidently and assertively.⁵³ For some groups of women, no matter how they speak, people project stereotypes onto them: Asian women are more likely to be criticized for being too quiet, while Black women and Latinas are more often labeled angry or loud.

Rooted in likeability bias

REVIEWS & PROMOTIONS

Someone suggests that a woman on your team be given a big, high-profile project, and a colleague says, "I don't think this is a good time for her since she just had a baby."

WHAT TO DO

Remind your colleague that this could be a career-changing project for whoever gets it, so it's better to let the new mom decide for herself whether or not she wants to take it on.

REVIEWS & PROMOTIONS

Someone suggests that a woman on your team be given a big, high-profile project, and a colleague says, "I don't think this is a good time for her since she just had a baby."

WHY IT HAPPENS

Motherhood triggers assumptions that women are less competent and less committed to their careers. As a result, they are held to higher standards and presented with fewer opportunities. Studies show that the "maternal wall" women face when they have kids is the strongest gender bias.

Rooted in maternal bias

In a private conversation, a coworker expresses resentment about “special treatment” for a woman with a disability who is allowed to work flexible hours.

WHY IT HAPPENS

This can happen when people don’t understand that accommodations like flexibility aren’t “nice to haves” for employees with disabilities—they’re essential. Additionally, because people with disabilities tend to be seen as less valuable and competent, coworkers may question whether they really need or deserve extra support. This is especially true for women with disabilities, who face more bias and disrespect at work than almost any other group.

Your team holds regular happy hours after work for networking and bonding at a local bar. You realize that one colleague, a Muslim woman, has never come.

WHY IT HAPPENS

Many teams—and companies—don't realize how much thoughtfulness is needed to ensure that work events are inclusive to as many employees as possible. This might happen because teams fall into the habit of replicating bonding events that have been offered for decades—many of which were designed for less diverse and inclusive workplaces.

A manager describes a woman who reports to her as “overly ambitious” when she asks for a promotion.

WHAT TO DO

Because of stereotypical expectations that women should be selfless and giving, they can face criticism when they appear to be “out for themselves”—for example, when they compete for a bigger job. By contrast, we expect men to be driven and ambitious, and we tend to think well of them when they show those qualities.

Rooted in likeability bias

MEETING DYNAMICS

In a meeting, a woman strongly disagrees with a man about how to approach a problem. He says, “We can’t talk about this anymore. She’s getting too emotional.”

WHY IT HAPPENS

Women tend to be stereotyped as overly emotional, while men tend to be viewed as rational—and therefore more professional and better suited to lead. This dynamic can cause people to see a woman with an opinion—especially if she expresses it with conviction—as being overly emotional, while the same view voiced by a man is considered reasonable. Women of color can face different and more acute variations of this bias, with Black women often labeled as “angry” and Latinas as “fiery.”

REVIEWS & PROMOTIONS

You're on a review committee and several members argue against a woman's promotion because she is not "seen as a leader," even though her team delivers outstanding results.

WHY IT HAPPENS

Both women and men more readily associate men with leadership. This bias is so strong that when women work on teams, their contributions are often attributed to the team as a whole. In contrast, when men work on teams, they are more likely to be seen as taking a leadership role. The bias affects different groups of women in different ways: Asian women often aren't seen as assertive enough to be leaders, while Black women and Latinas can be stereotyped as not talented enough for leadership roles, and Native American women contend with both these stereotypes.

Rooted in performance bias & attribution bias

HIRING

You're on a hiring committee and you notice that your colleagues prefer candidates who are men over women with very similar experience.

WHY IT HAPPENS

We tend to rate women lower than men, even if they have similar qualifications.¹¹⁶ This can make a real difference in hiring. In one study, replacing a woman's name with a man's name on a résumé increased the likelihood of being hired by more than 60%.¹¹⁷ The impact can be even worse for some groups—including Black women, Latinas, Native American women, and women with disabilities—whose competence is questioned both because they're women and because of stereotypes about their race or ability.¹¹⁸

Rooted in performance bias

This International
Women's Day and
beyond, let's choose to
#BreakTheBias
at work when we see it.

LSE POWER – OUR PRIORITIES

Work

Work with EDI and HR teams to understand and make visible the experiences of female professional services staff, in particular at the intersections of gender, race, bands, and academic/PSS

Be

Be a 'critical friend' to the School, represent our members in shaping School-wide plans

Increase

Increase our representation across LSE through targeted efforts

Take

Take advantage of School-wide themes linked to LSE 2030 ('Inclusive LSE', 'Healthy LSE', and 'Empowered LSE') to amplify LSE Power activities