

International Women's Day

Equity vs. Equality

Anne Sloper, Head of Organisational Effectiveness

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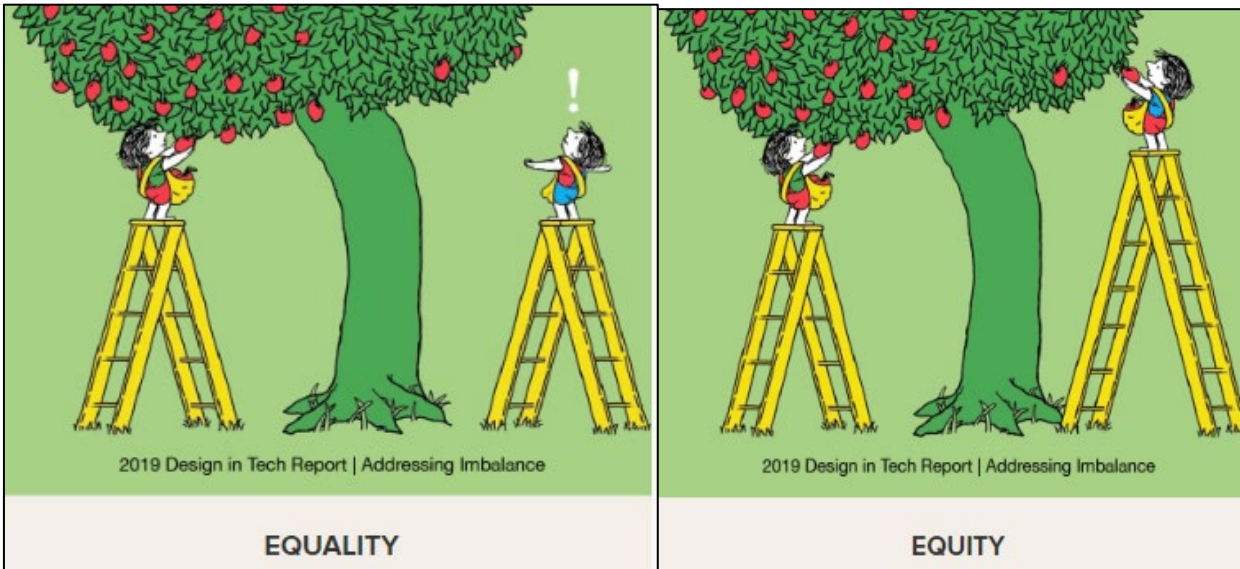
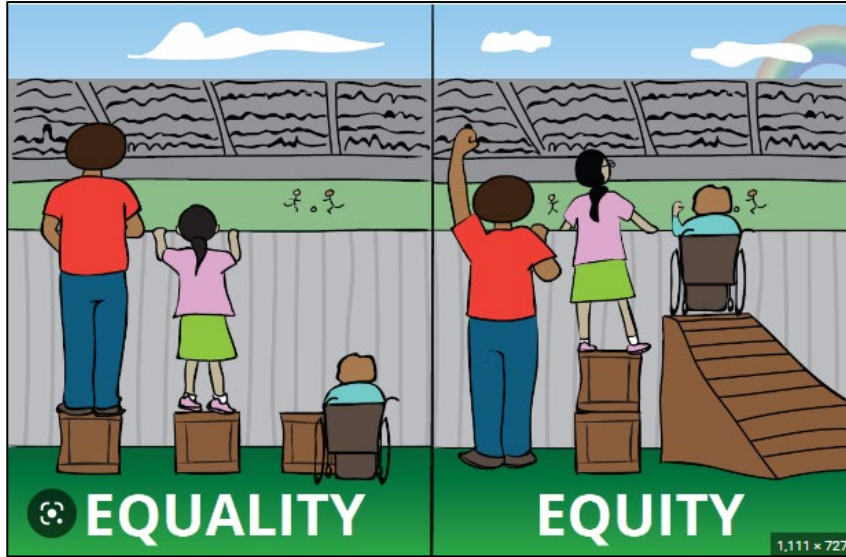
Supporting International Women's Day



International
Women's Day

#EmbraceEquity
#IWD2023

Defining Equality and Equity





Equity vs Equality: what is the difference?

Equality is giving everyone a shoe

Equity is giving everyone a shoe that fits

Equity leads to Equality





Importance of having Gender Equity in the Workplace – the facts

- Dramatic underrepresentation
- Lack of Opportunities
- Pay Gap
- Discrimination
- Mental Health
- Gendered expectations– over worked and under recognised
- Aspiration and next generation

Sources:

PwC Women at Work 2023
McKinsey Women at Work 2022
Global Gender Gap Report
Trade Union Congress
Mind
ONS

What's holding women back in the workplace?

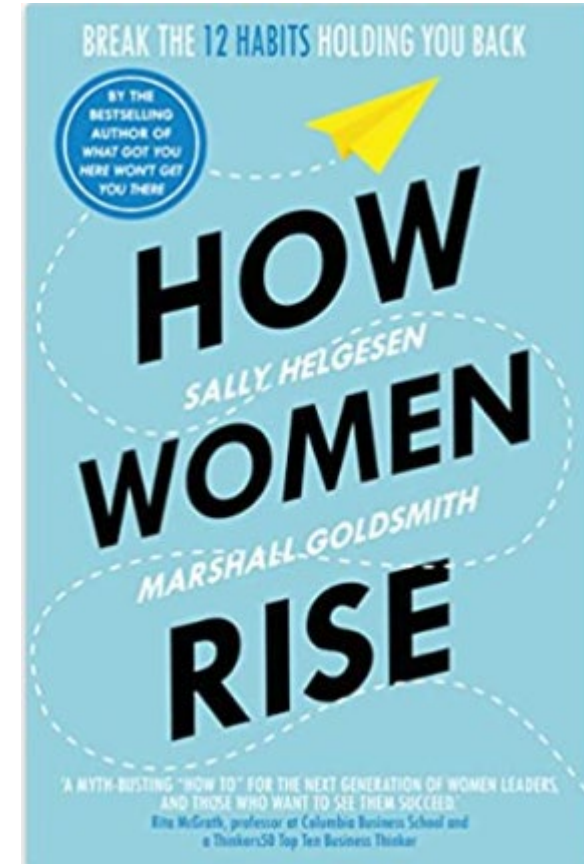
- **Unhelpful stereotypes**
- **Lack of role models**
- **Unconscious bias**
- **Lack of support**
- **Understated way of working**



How women rise

12 habits that hold women back

1. Reluctance to claim achievements
2. Expecting others to spontaneously notice and reward contributions
3. Overvaluing expertise
4. Building rather than leveraging relationships
5. Failing to enlist allies from day one
6. Putting your job before your career
7. The perfection trap
8. The disease to please
9. Minimising and self depreciation
10. Too much and over compensation
11. Ruminating – too much time on self reflection
12. Letting your empathy radar distract you



How Women Rise – Sally Helgesen and Marshall Goldsmith 2018

12 ways we can #Embrace Equity

Think Inclusivity

1. Create an inclusive culture
2. Be an Ally, Mentor, an advocate or trusted confidante for women
3. Respect and appreciate differences
4. Listen and act on feedback

Organisationally

5. Approach to attraction and retention
6. Flexibility
7. Judge on outcomes not personal style
8. Notice who gets the stretch assignments
9. Have good quality gender data and use in decision making
10. Undertake Exit Interviews

Finally

11. Hire one and you're not done
12. Talent doesn't just look and behave in one way



Grosvenor – What have we done to level the playing field?



In 2017, 27% of senior roles were female

In 2019, 71% of employees felt they worked for an inclusive organisation

By the end of 2022,

- 50:50 split of workforce male/female
- 46% of our senior leaders are women
- 7/8 Executive Committee are women
- 84% of people feel they work for an inclusive organisation

Our approach:

- Strategic Talent Management and objective external assessment
- Looked at the data especially during decision making
- Career development with mentors and coaching to nurture female talent in pipeline
- Visible role models
- Focus on Inclusive leadership and creating an inclusive culture
- Hybrid working – created an environment of flexibility and connection
- Generous family friendly policies
- Menopause Policy and signed up to the Menopause Workplace Pledge
- Focus on gender pay gap

Final Thoughts



This is not about giving everyone the same thing

We do not all start out in the very same place

We don't have same opportunities, resources, access, needs or privilege

“Equity mindset”

looking at women's needs and supporting with resources, opportunities or access, to level the playing field

