

LEAN IN



International Women's Day

INTERNATIONAL WOMEN'S DAY

Resources for Organizations

“Empowering women through the power of peer support”

INFORMATION FOR EVENT MODERATORS

1 Hour meeting agenda

MODERATOR NOTES

- State of women in the workplace: The unequal playing field (5 minutes)
- LeanIn.Org's theory of change (2 minutes)
- Lean In Circles and the power of peer support (5 minutes)
- Activity: connection cards (35 minutes)
- Commit to your #EachforEqual one action (10 minutes)
- Next steps (2 minutes)

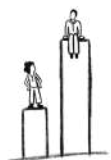
Note: This presentation works well for large groups, however during the activity we recommend you split the room into small groups of 6-12 people for the connection activity

Overview: session goals

MODERATOR NOTES

- Provide a snapshot of the state of women in the workplace, and how we can all help to create a more equal world in 2020 and beyond
- Learn how Lean In Circles can help empower women in the workplace
- Play connection cards, an activity to experience the power of peer mentorship
- Guide individuals to commit to one #EachforEqual action they will take this year
- *Optional:* use this event as the platform to launch a Lean In Circles program at your organization

How Lean In supports companies to create more equal workplaces all year



WOMEN IN THE WORKPLACE

To help companies understand the systemic barriers that are holding women back in the workplace



50 WAYS TO FIGHT BIAS

To help companies combat bias in hiring and promotions and empower employees to challenge bias when they see it.



LEAN IN CIRCLES

To empower women through peer-support, skill building and mentorship at scale

We partner with over 3000 companies worldwide who use Lean In programs to help achieve their specific organizational goals for diversity and inclusion. Learn how Lean In programs can support your company too.

[Register here to learn more](#)

What are Lean In Circles?

Overview: Circles are small peer groups of 8-12 women who meet regularly to support one another and build new skills together. Whether your goal is skill development, retention, or mentorship at scale, you can tailor your Circles program to complement your existing diversity and inclusion efforts and achieve your organizational goals.

Lean In makes it easy to implement, from meeting guides to an online platform that connects your Circles, we provide all the tools you need to run Circles—for free!

Why this matters: Women receive less access to formal mentorship and sponsorship in the workplace that is critical for career progression. Through Circles, women benefit from peer-mentorship that can be just as effective.

Does this work?

- 86% of people who are part of a Circle, credit it with a positive change in their lives $\frac{2}{3}$ have taken on a new challenge.
- Women in Circles report feeling more confident and ambitious, more likely to ask for, and receive, promotions and better able to handle challenging situations in the workplace.



Lean In makes it easy to launch, manage and scale Circles within your company

MODERATOR NOTES



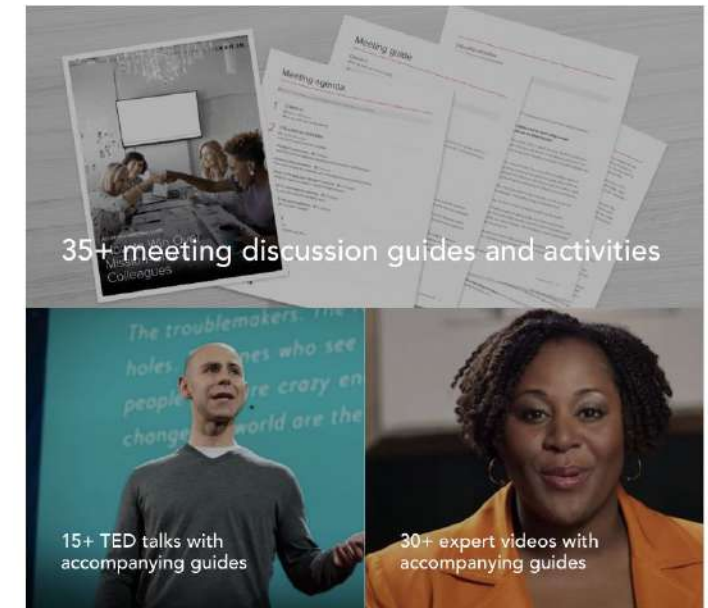
WEBSITE TO MANAGE MEMBERS AND CIRCLES AT SCALE

Our web-based platform makes it easy for Circle leaders to access resources and recruit members at scale and for you to have visibility of Circles operating across all of your offices



RESOURCES TO HELP CIRCLE LEADERS GET STARTED

From meeting kick-off guides, email language to recruit Circle members, and tips to help leaders get started—we make it easy for anyone to take on the role of leading a Circle



2+ YEARS OF MONTHLY SKILL BUILDING CONTENT

We offer free expert talks and guides on topics from mentorship to building confidence.

LEAN IN

[Register here to learn more](#)

 International Women's Day

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“Empowering women through the power of peer support”

PRESENTATION STARTS ON NEXT SLIDE

EMPOWERING WOMEN THROUGH THE POWER OF PEER SUPPORT

Brought to you by [LeanIn.Org](https://leanin.org)

#EACHFOREQUAL #IWD2020

AGENDA

- 01 Why we are here: The unequal playing field
- 02 LeanIn.Org's theory of change
- 03 Lean In Circles: The power of peer support
- 04 Activity: Connection cards
- 05 Your #EachforEqual One Action

01

WHY WE ARE HERE: THE UNEQUAL PLAYING FIELD

It's 2020, and we are far from living in an equal and inclusive world

Women lead only 14 of 195 countries

Source: Based on calculations by LeanIn.Org researcher, February 6, 2019;
Image: Larry French / Getty Images Entertainment / Getty Images

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Women are paid 23%
less globally

Source: UN Women
Image: Getty Images

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WHY WE ARE HERE



Only 7% of Fortune 500 Companies are run by women

Source: Fortune, Jan 2020
Image: Thomas Barwick / DigitalVision / Getty Images

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WHY WE ARE HERE



At this rate, it will take
almost 100 years to get
to gender equality

Source: UN Women;
Image: Jasmin Merdan/Moment/Getty Images



Yet we know that...

- Companies with more women in leadership roles perform better and have better family policies
- Diverse teams are often more innovative, productive, and have greater profits
- Employees on diverse and inclusive teams put in more effort, stay longer, and demonstrate more commitment



Fed up with
the status quo?
Us too.



02

LEANIN.ORG'S THEORY OF CHANGE

We are driven by the belief that our society and economy would be better if women and girls were valued as equal to men and boys

LeanIn.Org's theory of change

LeanIn.Org helps women achieve their ambitions and works to create an **equal** world through:



Addressing systemic barriers in companies

Our Women in the Workplace report helps companies understand the systemic barriers that are holding women back in the workplace



Challenging gender bias

We help companies combat bias in hiring and promotions and empower employees to challenge bias when they see it through our 50 Ways to Fight Bias Program



Empowering women

We empower women through peer-support, skill building and mentorship at scale through Lean In Circles

This International Women's Day we all have a role to play a role in empowering the women around us.



TODAY WE'RE FOCUSING ON EMPOWERING WOMEN.

We believe that
women can be a
powerful force for
change in the world.

And research shows
that we all **achieve more
as groups** than we do
as individuals.

That's the theory behind
Lean In Circles.



03

LEAN IN CIRCLES

An introduction



Circles are small peer groups who meet once a month to learn new skills and share openly in an atmosphere of confidentiality and trust.



Circles can meet over coffee at your home, in a lunch series at work, or in virtual meet-up with people who share similar interests. There are over 46,000 Lean In Circles in 174 Countries worldwide.

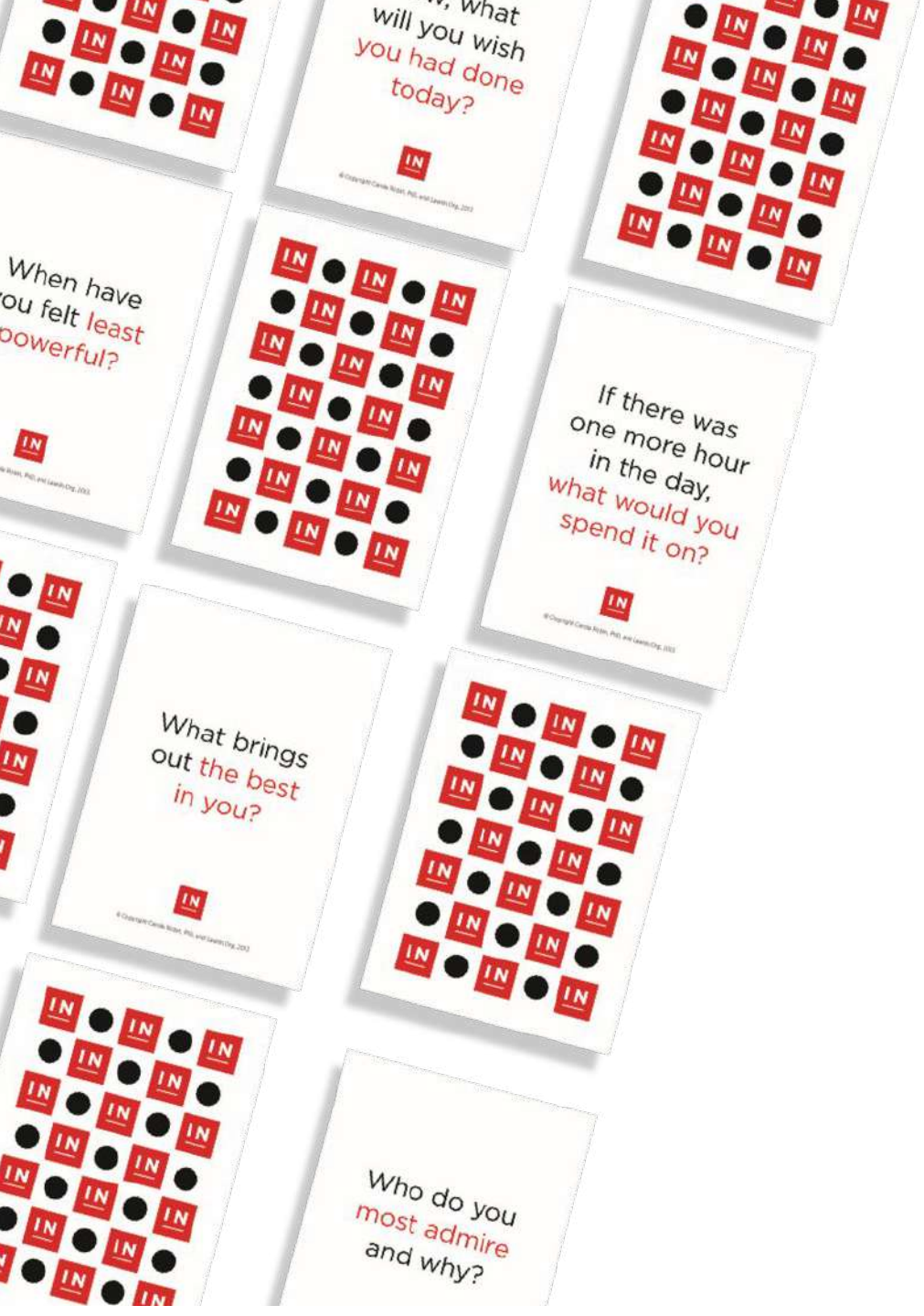


Circles can help provide the little kick we all need to take the next step in our personal and professional lives. 86% of members say their Circle has made a positive impact on their life.

04

ACTIVITY: CONNECTION CARDS

Experience Circles and the power of peer connection for yourself



Activity: Connection Cards



How to play

1. Form a group of 6-8 people
2. In your small group, take turns answering the card on the screen for 5 minutes
1. Repeat with every new card!

Setting the tone

1. Confidentiality is key
2. Everyone should participate
3. Stretch outside your comfort zone



What brings
out **the best**
in you?



© Copyright Carole Robin, PhD, and LeanIn.Org, 2013

Who do you
most admire
and why?



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A year from
now, what
will you wish
you had done
today?




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If you had to
describe your life
in 3 sentences,
what would
you say?



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How would your
closest friend
describe you?



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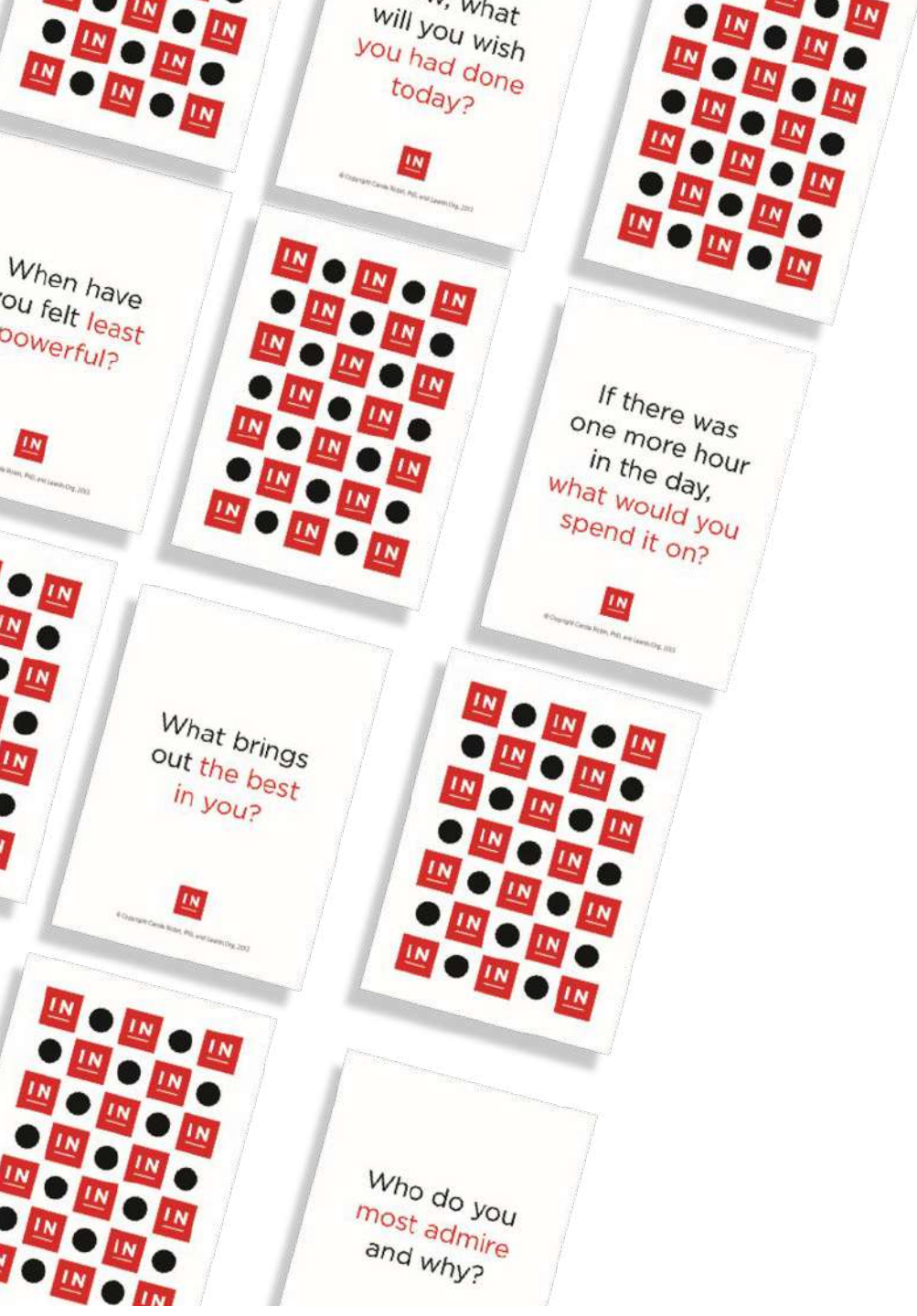


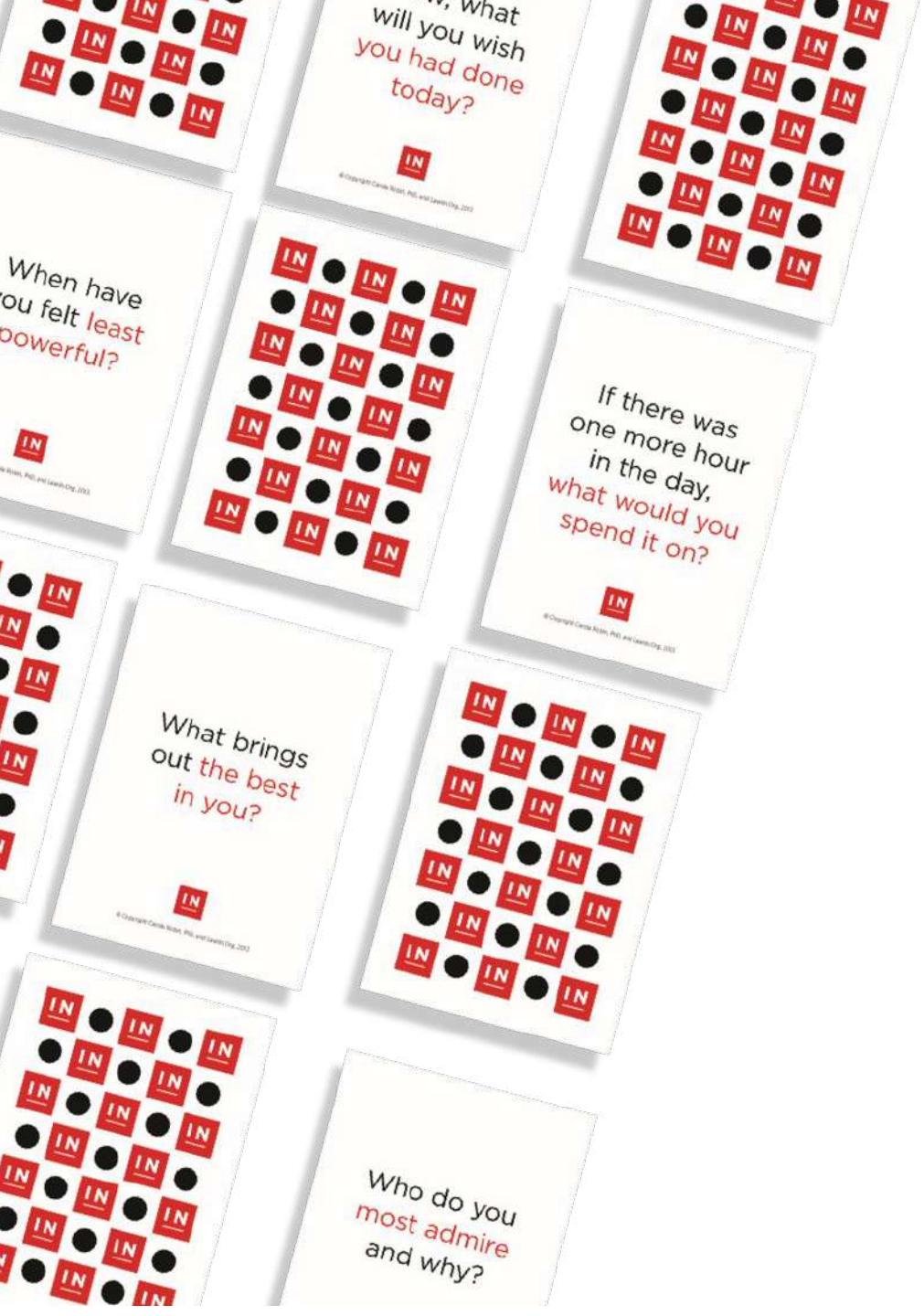
When have
you felt **most**
powerful?



Activity Debrief

1. How did it feel to share openly and listen to others share, in these small groups?
2. Did anyone share anything that resonated with you or surprised you?
3. How often do you have conversations like this in the workplace today?
4. How could you have them more? What do you think some of the benefits may be?





Continue the conversation

Start your own Lean In Circle today to create a space for real talk, inspiration, and support all year round.

leanin.org/circles



05

#EACHFOREQUAL ONE ACTION



**Continue your #EachforEqual pledge all-year
with the support of your peers!**



We all have a role to play in creating a more equal world—what One Action will you take?

“My #EachforEqual One Action for this year is...:”

Take 10 minutes for everyone in your group to share their one action



Start a Lean In Circle today

Open “camera” on your phone and hold it in front of the QR code to get started!

Circles are a sounding board for your small goals and big dreams. An open door to share your struggles and your wins. And the little kick we all need to take the next step in our personal and professional lives.



Discover more from Lean In



Tilted: A Lean In Podcast
leanin.org/tilted



Raise awareness of the pay gap
leanin.org/equal-pay



Challenge gender bias in elections
leanin.org/2020



Research: Women in the Workplace
leanin.org/women-in-the-workplace-2019



Challenge gender bias in the workplace
leanin.org/50ways

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