INTERNATIONAL WOMEN’S DAY

Resources for Organizations

“Empowering women through the power of peer support”

INFORMATION FOR EVENT MODERATORS
1 Hour meeting agenda

- 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

- 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 ⅔ 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

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.

Register here to learn more
LEAN IN  International Women’s Day

Resources for Organizations

“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

#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
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
Women are paid 23% less globally

Source: UN Women
Image: Getty Images
Only 7% of Fortune 500 Companies are run by women

Source: Fortune, Jan 2020
Image: Thomas Barwick / DigitalVision / Getty Images
At this rate, it will take almost 100 years to get to gender equality.
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.
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 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.
We believe that women can be a powerful force for change in the world.

TODAY WE’RE FOCUSING ON EMPOWERING WOMEN.
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.
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?
Who do you most admire and why?
A year from now, what will you wish you had done today?
If you had to describe your life in 3 sentences, what would you say?
How would your closest friend describe you?
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

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