

INTERNATIONAL WOMEN'S DAY 2022

#BreakTheBias

Helping you forge a more gender equal world
through Lean In Circles and the power of peer support

Resources for Organizations

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



International Women's Day

MODERATOR GUIDE:

Preparing to host your International
Women's Day event with Lean In

THERE'S POWER IN WOMEN COMING TOGETHER

Nearly two years into the COVID-19 pandemic, women have made important gains in representation. But the pandemic continues to take a toll.

We know from [research](#) that women are now significantly more burned out—increasingly more so than men. In fact, one in three women are considering downshifting their careers or leaving the workforce due to COVID-19.

Without bold steps, companies could lose millions of women and hard-won progress on gender diversity.

That's where [Lean In Circles](#)—small groups of women who come together regularly to mentor and support each other—can help: by connecting and supporting the women in your organization to get—and grow—through this together.



INTERNATIONAL WOMEN'S DAY EVENT OBJECTIVES

- **This International Women's Day, help your organization #BreakTheBias at work**
- For many women, finding connection and support at work is a major challenge. Bring the women in your organization together to :
 - **Participate in an interactive connection activity (available in 7 languages) where participants will experience the power of peer mentorship and support for themselves.**
 - **Learn about what Lean In Circles are and how they can continue to #BreakTheBias this year by starting their own Lean In Circle.**

Note: *This presentation is ideal for groups of mostly women (but anyone is welcome to attend!). If you have a mixed-gender audience, feel free to check out our 50 Ways to Fight Bias toolkit, available at leanin.org/IWD.*



SUGGESTED AGENDA

5 minutes

Why we are here

30 minutes

Experience the power of peer support

10 minutes

Continue the conversation through Lean In Circles

10 minutes

Commit to your #BreakTheBias One Action

5 minutes

Next steps

Total time: 1 hour

Target Audience

- Members of your company's Women's Employee Resource or Business Group
- Employees within your organization interested in learning more about Lean In Circles
- Anyone within your organization ready to #BreakTheBias and drive change

PREPARING TO HOST YOUR INTERNATIONAL WOMEN'S DAY EVENT

Preparation:

- Review this presentation beforehand.
- The Connection Card activity used in this presentation is available in multiple languages [here](#).
- For additional support, join our webinar on How to bring Lean In Circles to your Company. Sign up [here](#).

Tech requirements:

- During the Connection Card activity, we recommend you split into groups of 5–7 participants using breakout rooms.
- Decide which video-conferencing platform you will use that will enable you to facilitate breakout rooms. We recommend Zoom, as the breakout room functionality is included. For other platforms, you will need to pre-assign breakout rooms.

LeanIn.Org wants to thank its partner Getty Images for the imagery of powerful women at work. Images used in this document may not be re-distributed to any party or used apart from this document.



BRING LEAN IN CIRCLES TO YOUR ORGANIZATION

After today's session, we hope you'll consider bringing Lean In Circles to your organization to continue supporting and empowering women employees all year round.

Circles are easy to get started and many companies plug them into Employee Resource Groups and Learning and Development initiatives. We make it simple to launch and scale your Circles program—and tailor it to your existing diversity and inclusion efforts. And it's all completely free.

Circles are active in 190 countries and in more than 3,000 companies, including Adidas, P&G, Salesforce, and Walmart.



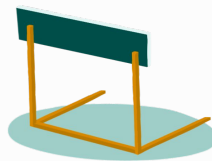
Thousands of women tell us their Circle has helped them reach and exceed their career goals

Women in Circles are more likely to:



Lean into leadership

73% of women in Circles feel equipped to be better leaders as a result of being part of a Circle



Embrace new challenges

Two-thirds of women in Circles say they've taken on a new challenge with the support of their Circle

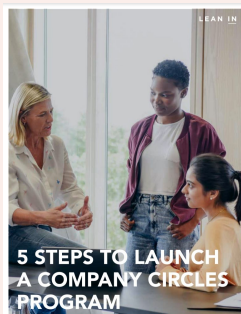


Make positive change

85% of women in Circles credit their Circle with a positive change in their lives

LEAN IN PROVIDES ALL THE RESOURCES YOU NEED

We know how busy you are, so we make launching a Lean In Circles program easy.



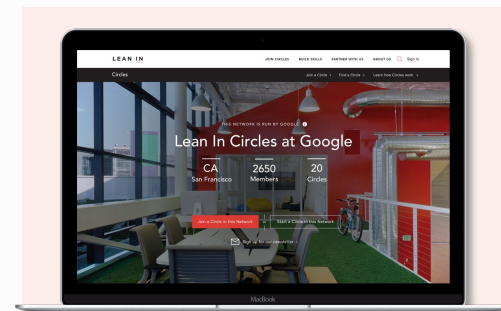
Comprehensive start-up kit

The Circles Start-Up Kit provides everything you need to launch and grow your program, including email templates to get your team excited, a kick-off presentation and Circle leader training guide, and best practices for scaling Circles to reach more employees.



No cost to your team

We believe all companies, regardless of size or budget, should have the tools they need to advance women and create an equal and inclusive workplace—so we offer all of our resources and programming for free.



Central platform to manage your Circles

We provide a centralized platform to help you track your Circles program via a dedicated web page for your company where employees across any of your global offices can find a Circle to join.

HOW TO GET STARTED

1. Download the Circles Start-Up Kit [here](#).

The kit includes a step-by-step rollout plan, recruiting and training materials, marketing toolkit, and more.



2. Sign up for a webinar on How to bring Lean In Circles to your Company [here](#).

Our 60-minute virtual training will walk you through how to bring Lean In Circles to your organization (for free!) and create a support network that empowers women to lead.



DISCOVER MORE FROM LEAN IN

Lean In's free diversity, equity, and inclusion training programs equip every employee with the knowledge and tools they need to create a more inclusive workplace culture.

CHALLENGE GENDER BIAS

50 WAYS TO FIGHT BIAS



This digital workshop highlights almost 100 specific examples of workplace bias against women, and gives employees expert recommendations to push back.

[EXPLORE 50 WAYS TO FIGHT BIAS](#)

CREATE A CULTURE OF ALLYSHIP

ALLYSHIP AT WORK



This diversity training program guides employees to recognize their privilege and power to create change, and equips them with more than 50 specific actions they can take to show up as allies.

[EXPLORE ALLYSHIP AT WORK](#)

CREATE A NETWORK

CIRCLES FOR COMPANIES



Circles bring women together in small groups to talk about their experiences, build skills, share advice, and celebrate each other's wins.

[EXPLORE CIRCLES FOR COMPANIES](#)

Scan the QR code to sign up to receive the latest information on Lean In's programs and free resources for companies to help you continue to #BreakTheBias all year round.



PRESENTATION STARTS ON NEXT SLIDE

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AGENDA

- 01 Why we are here
- 02 Experience the power of peer support
- 03 Continue the conversation through Lean In Circles
- 04 Commit to your #BreakTheBias One Action
- 05 Next steps



WHY WE ARE HERE

Each year LeanIn.Org conducts the largest comprehensive study of the state of women in corporate America. The Women in the Workplace report shows that..



CIRCLES FOR COMPANIES

**Women—especially
women of color—
remain significantly
underrepresented in
leadership positions.**

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

Image: Getty Images

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CIRCLES FOR COMPANIES

There is a “broken rung” at the first step up to manager.

For every 100 men promoted to manager, only 86 women are promoted.

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

Image: Getty Images

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CIRCLES FOR COMPANIES

As women move into leadership roles, their day-to-day experiences often get more difficult.

They are more than twice as likely to say they are “Onlys” (i.e., the only woman in the room).

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

Image: Getty Images

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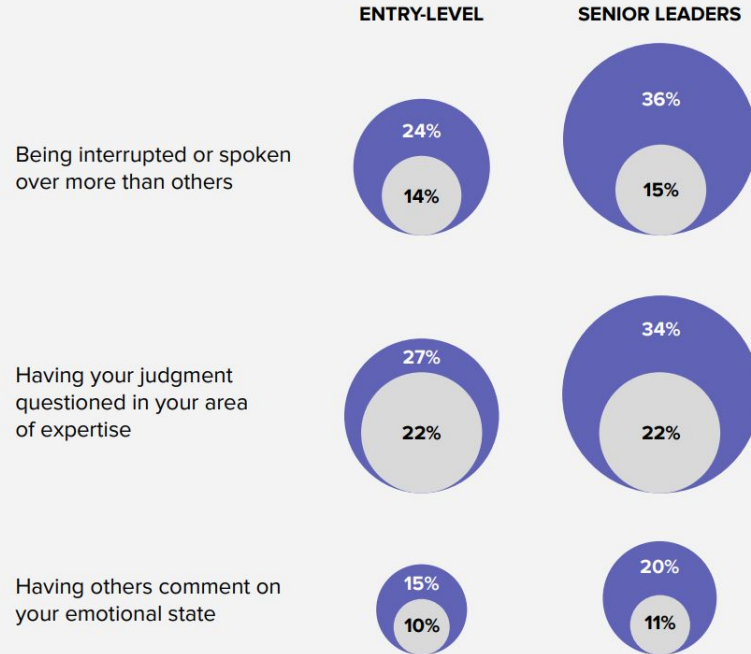
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CIRCLES FOR COMPANIES

WOMEN IN LEADERSHIP ARE MORE LIKELY TO FACE CERTAIN MICROAGGRESSIONS

■ MEN ■ WOMEN

% of entry-level employees and senior leaders who report each microaggression



They are also more likely to face microaggressions that challenge their competence.

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

Image: Getty Images

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CIRCLES FOR COMPANIES

And the pandemic is continuing to take a toll.

Women are now significantly more burned out—and increasingly more so than men.

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

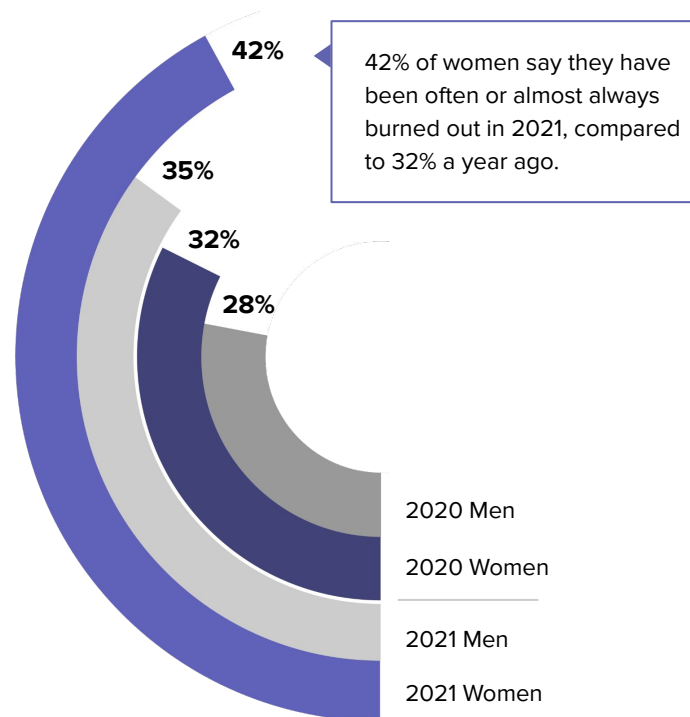
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SHARE OF EMPLOYEES WHO ARE CONSISTENTLY BURNED OUT*

% of employees who say they are “often” or “almost always” burned out at work



* Full question: “Consistently” burned out refers to respondents who indicated that they felt burned out “Often” or “Almost always.” In the last few months, how often have you felt burned out at work? | Seldom; Almost never; Sometimes; Often; Almost always; Not sure.



CIRCLES FOR COMPANIES

**As a result, 1 in 3 women
are considering
downshifting or leaving
the workforce altogether.**

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

Image: Getty Images

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CIRCLES FOR COMPANIES

For many women, finding connection and support at work is a major challenge.

And since most senior leaders are men, women have less access to mentors, sponsors, and role models who can relate to their experiences.

Source: LeanIn.Org and McKinsey & Company, Women in the Workplace 2021

Image: Getty Images

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This International Women's Day, whether you're looking for support to navigate change in your work and personal life or want help charting a unique career path, Lean In Circles can help.

Circles are safe spaces to share your struggles, give and get advice, and support each other at work and beyond.



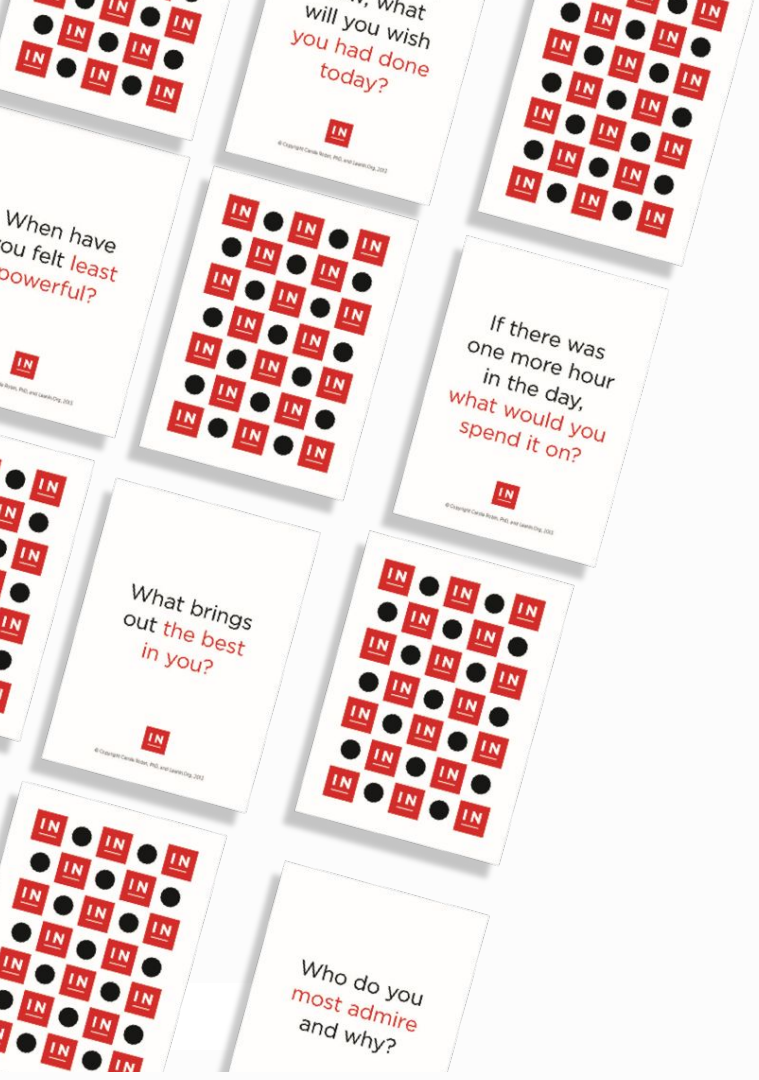
LET'S EXPERIENCE THE POWER OF LEAN IN CIRCLES USING CONNECTION CARDS



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LEAN IN



In this activity, we're going to get to know one another on a deeper level in a short amount of time. We'll go through a series of connection questions that are focused on sharing personal stories and benefiting from each other's ideas, experiences, and support!

CONNECTION CARD ACTIVITY

Instructions:

- You'll be placed into small groups ("Circles")
- **Step 1:** Introduce yourself to the group (~5 mins)
- **Step 2:** Take turns answering the questions (~10 mins)
- **Step 3:** Share your One Action with your Circle (~5 mins)
- We'll come back together to debrief your experience

Goals:

- Get to know yourself and your Circle on a deeper level
- Build trust with your Circle by opening up and sharing personal stories and experiences

STEP 1: ICEBREAKER (5 MINS)

When you join your breakout group, introduce yourself by sharing:

My name is...

I spend most of my time...



STEP 2: CONNECTION QUESTIONS (~10 MINS)

Note: Take a photo of this slide so you have the questions at hand!

If there was one more hour in the day, **what would you spend it on?**



If you could give **one piece of advice** to your younger self, what would it be?



How would your **closest friend** describe you?



STEP 2: CONNECTION QUESTIONS (~10 MINS)

Note: Take a photo of this slide so you have the questions at hand!

What are you **most proud** of?



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



What are the **three things you value most**? How does your daily routine align with these values?



STEP 3: ONE ACTION (~5 MINS)

- We recommend all Circle meetings close with a “One Action.” This is one **concrete action** (big or small) you will do to step outside your comfort zone.
- Go around your Circle and share your **One Action** with the group.
- Vocalizing your One Action to your Circle will help **hold you accountable**—giving you the little extra push you need to go for it.

***Example:** “My One Action is to #BreakTheBias when I see it and amplify the accomplishments of my women colleagues.”*

GROUND RULES

- Confidentiality is key
- Everyone should participate
- Challenge yourself to stretch outside your comfort zone
- You will be in your **breakout room** for ~20 minutes
- We'll see you back here in 20 minutes to **debrief** and discuss **next steps!**





**WE'RE GOING TO OPEN UP
BREAKOUT ROOMS NOW –**

**SEE YOU BACK HERE IN 20
MINUTES!**



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LEAN IN

ACTIVITY DEBRIEF (~5 MINUTES)



1. How did it feel to share openly and listen to others share in this small group setting?
2. Did anyone share anything that resonated with you or surprised you?
3. How often do you have conversations like this today in the workplace or in your personal lives?
4. Can you think of what some of the benefits might be of having these conversations more often?



CONTINUE THE CONVERSATION BY STARTING A LEAN IN CIRCLE THIS YEAR

At the heart of Lean In's
global community are Circles...

HOW CIRCLES WORK



Small peer groups

Circles are made up of 6-8 members and form around a common thread—those at similar career stages, those who share common interests, or those who want to connect more deeply with friends or colleagues.



Monthly meetings

Circles usually meet once a month for about 60-90 minutes at any time that works for the group. Meetings can happen in person or virtually; right now, most Circles are meeting over Zoom.



Skill building

We provide free meeting guides and resources to prompt group discussions and help you learn new skills together.

CIRCLES DRIVE REAL CHANGE

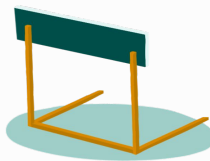
Thousands of women say their Circle has helped them reach and exceed their career goals.

Women in Circles are more likely to:



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73% of women in Circles feel equipped to be better leaders as a result of being part of a Circle



Embrace new challenges

Two-thirds of women in Circles say they've taken on a new challenge with the support of their Circle



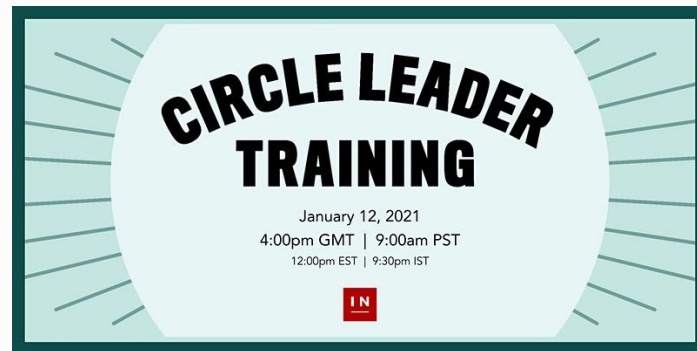
Make positive change

85% of women in Circles credit their Circle with a positive change in their lives

LEAN IN MAKES LEADING A CIRCLE EASY

By hosting regular Circle Leader Trainings to set you up for success as a new Circle Leader

In these trainings, you'll learn how to get your Circle up and running, from deciding on your Circle's purpose right up to hosting your first meeting.



By providing step-by-step meeting guides for your Circle meetings

Lean In's free online library has everything you need to run a Circle, including step-by-step meeting guides, educational videos, and skill-building activities. Topics include gender bias and negotiation, plus COVID-19-specific content on juggling work and home life and more.

YOU'RE IN GOOD COMPANY

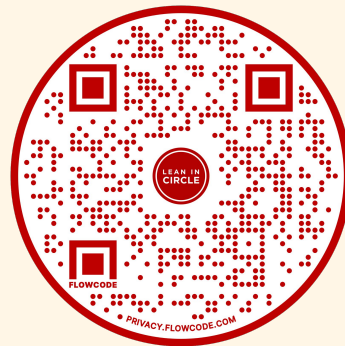
There are more than 60,000 Lean In Circles in 190 countries around the world and in more than 3,000 companies



TAKE ACTION: LEAD A LEAN IN CIRCLE!

It's time to start asking for more of what you want and need—whatever that means to you.
Get the support you need in 2022 by starting a Lean In Circle today!

To get started, scan the QR code or visit
leanin.org/circles-registration



Once you sign up to **lead a Circle**, you will be invited to attend a Circle Leader Training session hosted by LeanIn.Org!

COMMIT TO #BreakTheBias IN 2022

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

“My #BreakTheBias One Action this year is...”

Share your One Action in the chat!

LEAN IN

WHAT WOULD YOU DO
IF YOU WEREN'T AFRAID?

