

INTERNATIONAL WOMEN'S DAY · 8 MARCH 2018

MANIFEST

WHAT WILL FUTURE WOMEN LEADERS FIGHT FOR?

The efforts to bring equality and diversity into management is not going well. According to the UN, it will be 216 years before gender equality is achieved unless we do something about it.

A study conducted in 2018 by Copenhagen Business School and professional labour organization "Lederne" shows that a mix of power and gender structures along with our unconscious cultural bias prevent more women from becoming leaders. Therefore, it is important that we all—both women and men—actively work to change the power and gender structures that keep women and men in stereotypical work and family patterns and also to ensure diversity in management.

500 students, alumni, and top executives from all over Denmark – both men and women – gathered at Copenhagen Business School for the International Women's Day on 8 March to discuss the survey results. The research outcomes were communicated in a manifesto.

THE MANIFESTO

"We want to ensure diversity in management by breaking down unconscious bias. We wish to ensure our children and youths are educated about diversity and equality in the workplace, are granted equal pay and equal parental leave, are taught how to maintain positive communication at the workplace, and are shown positive role models."

To reach these goals 500 participants engaged in discussions and promised to:

- > Fight the myth that women need to work harder than men to achieve equal status
- > Reconsider how we raise our children and not refer to "princes and princesses"
- > Not explain and defend our choices
- > Work at our children's schools to strengthen the communication about gender, ethics, and diversity
- > Demand gender quotas in institutional governance
- > Fight for gender free pronouns in teaching materials
- > Focus more on qualifications than on gender differences
- > Fight for equal rights to parental leave – both politically and at work
- > Respect that we are different
- > Accept our friends' choices – whether they choose to work at home or in a firm
- > Fight for childcare at the workplace and during university
- > Support that our workplaces develop codes-of-conduct to inspire positive communication
- > Make it acceptable to speak up when harassment happens - in any area of life
- > Feel that it is acceptable to set boundaries: it is okay to say "no" and "stop"
- > Speak up when facing difficulties
- > Allow ourselves to be honest and show vulnerability
- > Dare to say that "Power is nice"
- > Encourage our companies to offer employee benefits like home help
- > Talk openly about wages – both professionally and privately
- > Ensure our female middle managers that we will support them
- > Compliment our female colleagues on their skills

The Manifesto is a promise of what the participants promised to fight for in the future. It was presented to the Danish Minister for Equal Opportunities, Karen Ellemann, at the end of the day with the hope that politicians from all Danish parties will fight to mitigate the challenges for women who would like to progress to top levels in their careers.