

Women of Color ≥смср CMCP

#### CLOSING THE AUTHORITY GAP



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MCLE CREDIT: 1 hour of Recognition and Elimination of Bias

APRIL 16, 2024 | GOLDEN GATE CLUB, PRESIDIO, SAN FRANCISCO, CA



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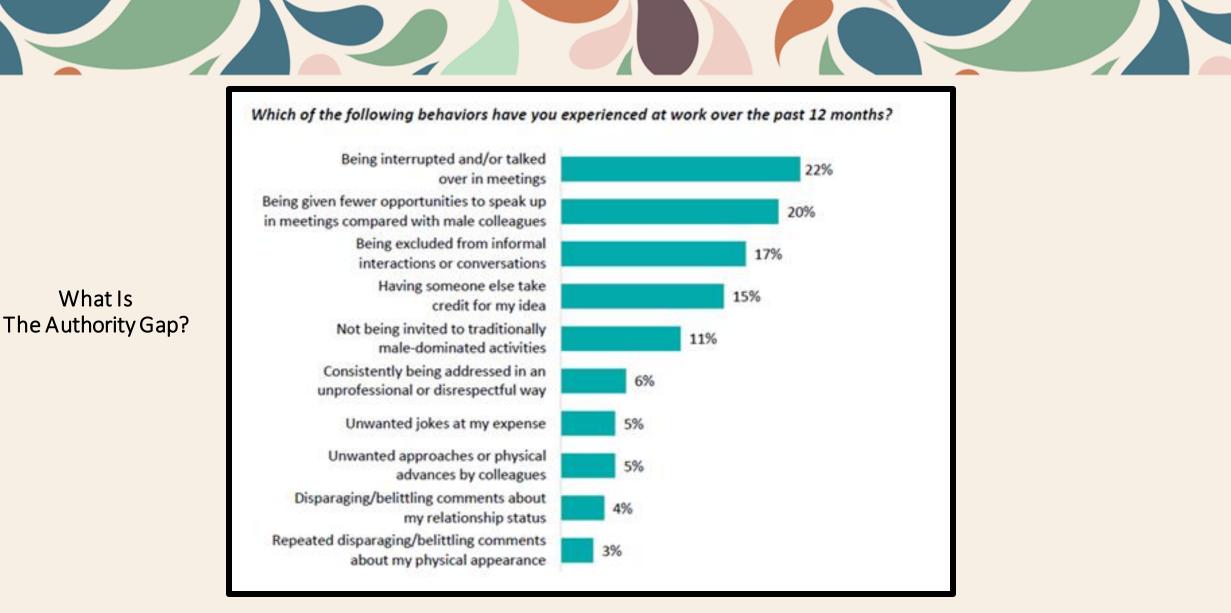
> IN THE INTEREST OF PROVIDING A SPACE FOR ROBUST CANDID CONVERSATION AND DISSENTING VIEWS ON SENSITIVE TOPICS, WE RESPECTFULLY ASK ATTENDEES TO EXERCISE RESPECT FOR OTHERS AND TO MAINTAIN CONFIDENTIALITY DURING AND AFTER THIS SESSION.

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### What Is The Authority Gap?





Source: Women @ Work 2023, A Global Outlook, Deloitte Touche Tohmatsu Limited.



### What Is The Authority Gap?

behavior was serious enough to report	the behavior would get worse	that my complaint would not be kept confidential	I didn't think my complaint would be taken seriously	reporting the issue would adversely impact my career
34%	14%	6%	24%	6%
44%	12%	11%	11%	10%
	enough to report	enough to report get worse 34% 14%	enough to report get worse confidential 34% 14% 6%	enough to reportget worseconfidentialtaken seriously34%14%6%24%

Source: Women @ Work 2023, A Global Outlook, Deloitte Touche Tohmatsu Limited.



### What Is The Authority Gap? Resources for Additional Study

- The Authority Gap: Why Women Are Still Taken Less Seriously Than <u>Men</u>
- How The 'Authority Gap' Between Men And Women Hurts Us All
- Women @ Work 2023 A Global Outlook





### Experiencing The Authority Gap

#### Stories From Women in Executive Leadership





# Overcoming The Authority Gap

#### Successfully Navigating the Legal Landscape





# Solutions For The Authority Gap

#### Moving Forward And Inspiring Change





# Thank You For Joining Us!





RECEPTION (COURTYARD)

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