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# FEMALE INCLUSION AND DIVERSITY

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Rosalyn Park

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# Case Exercise

A father and son were involved in a car accident in which the father was killed and the son was seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue. The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed, “Oh my God, it’s my son!”

***Can you explain this?***

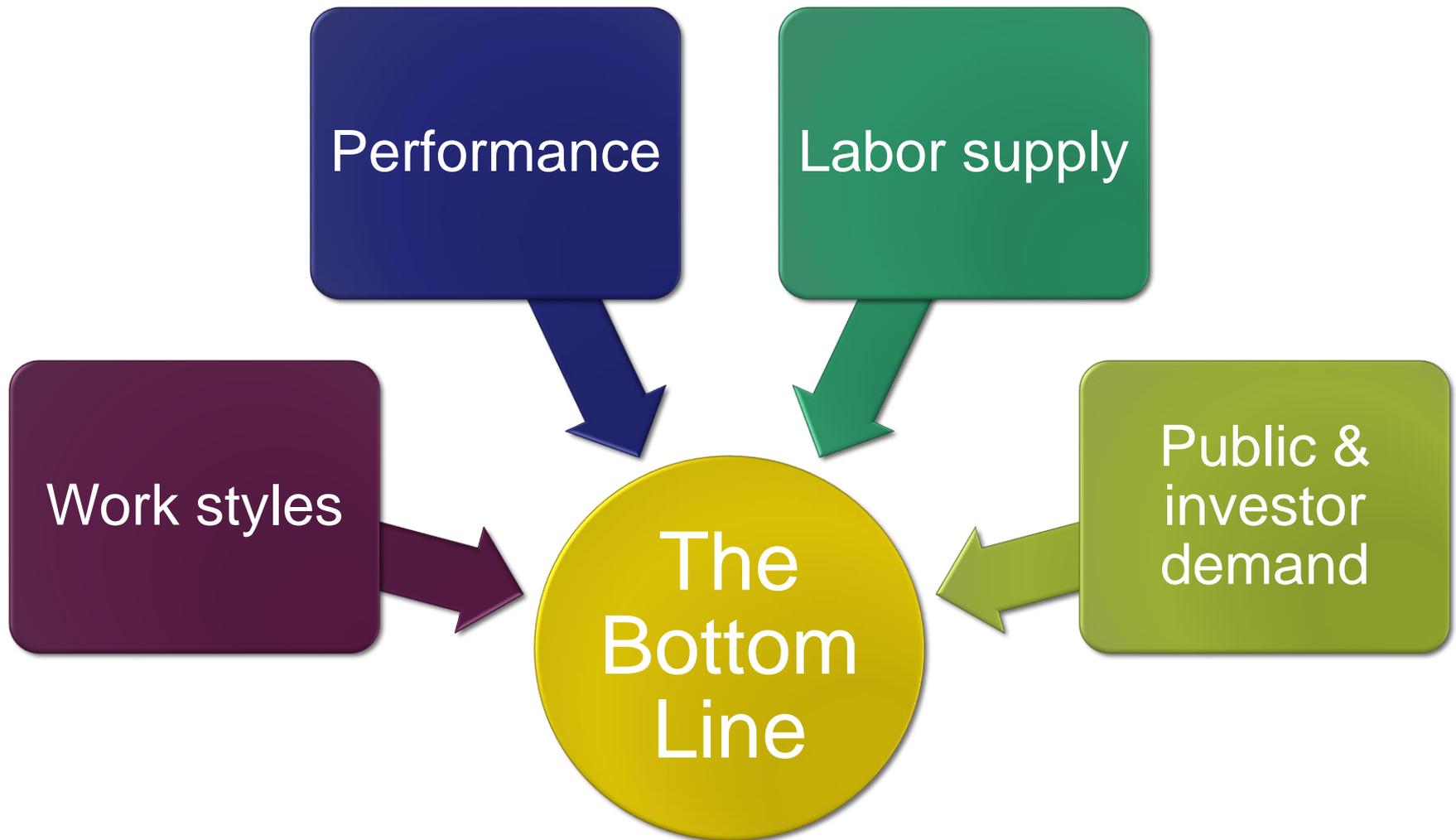
# Female Inclusion and Diversity

1. Good for business

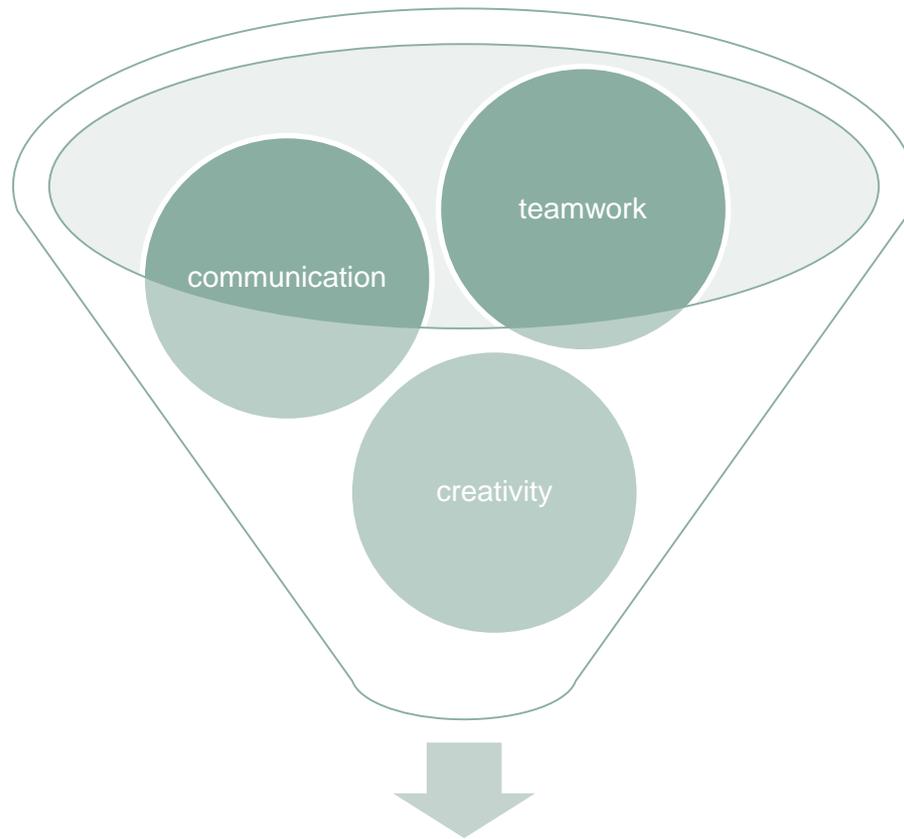
2. Governments Obligations

3. Business Obligations

# 1. Female inclusion is good for business

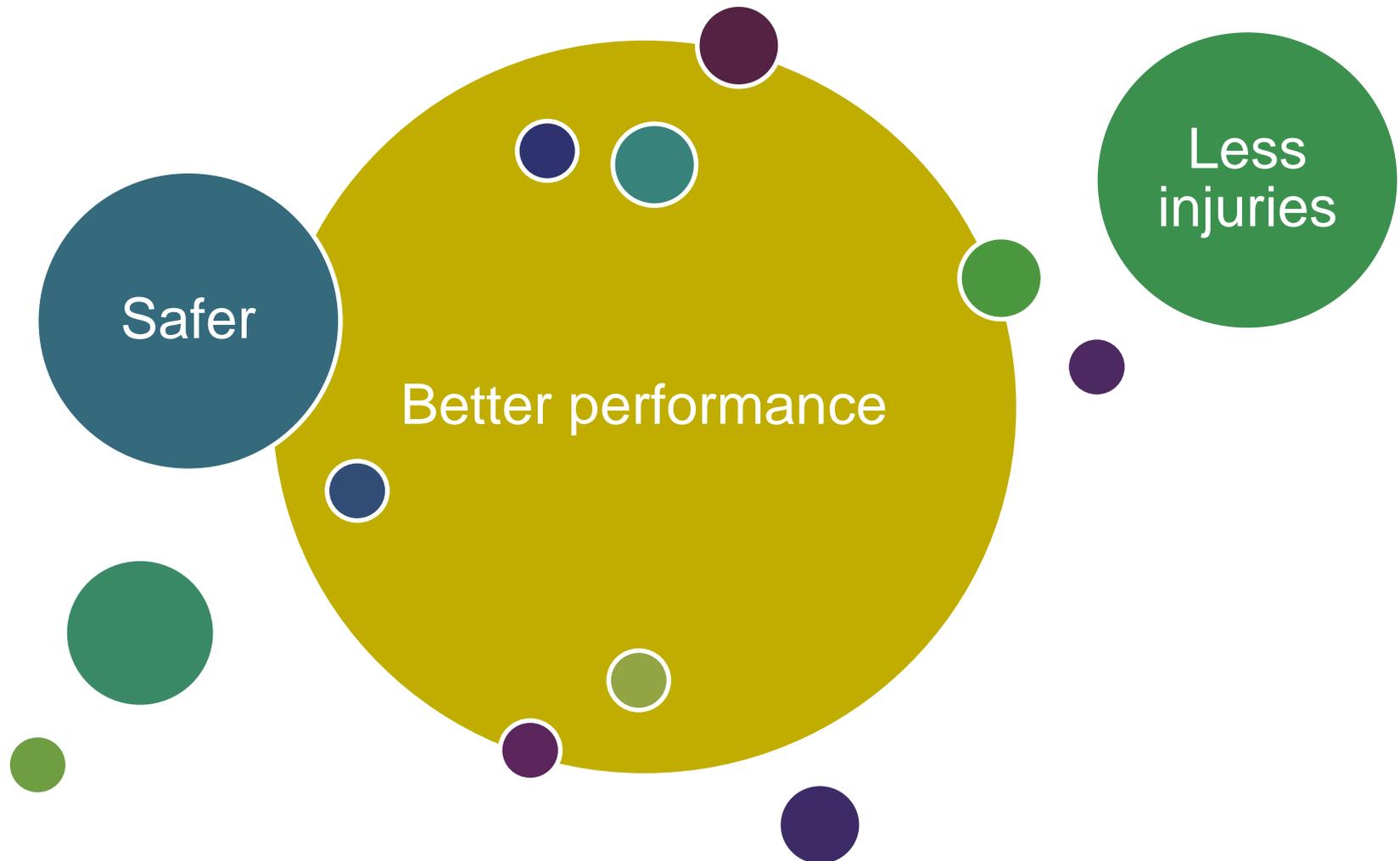


# Female inclusion = diverse work styles



Diverse Workstyles

# Female inclusion = better performance



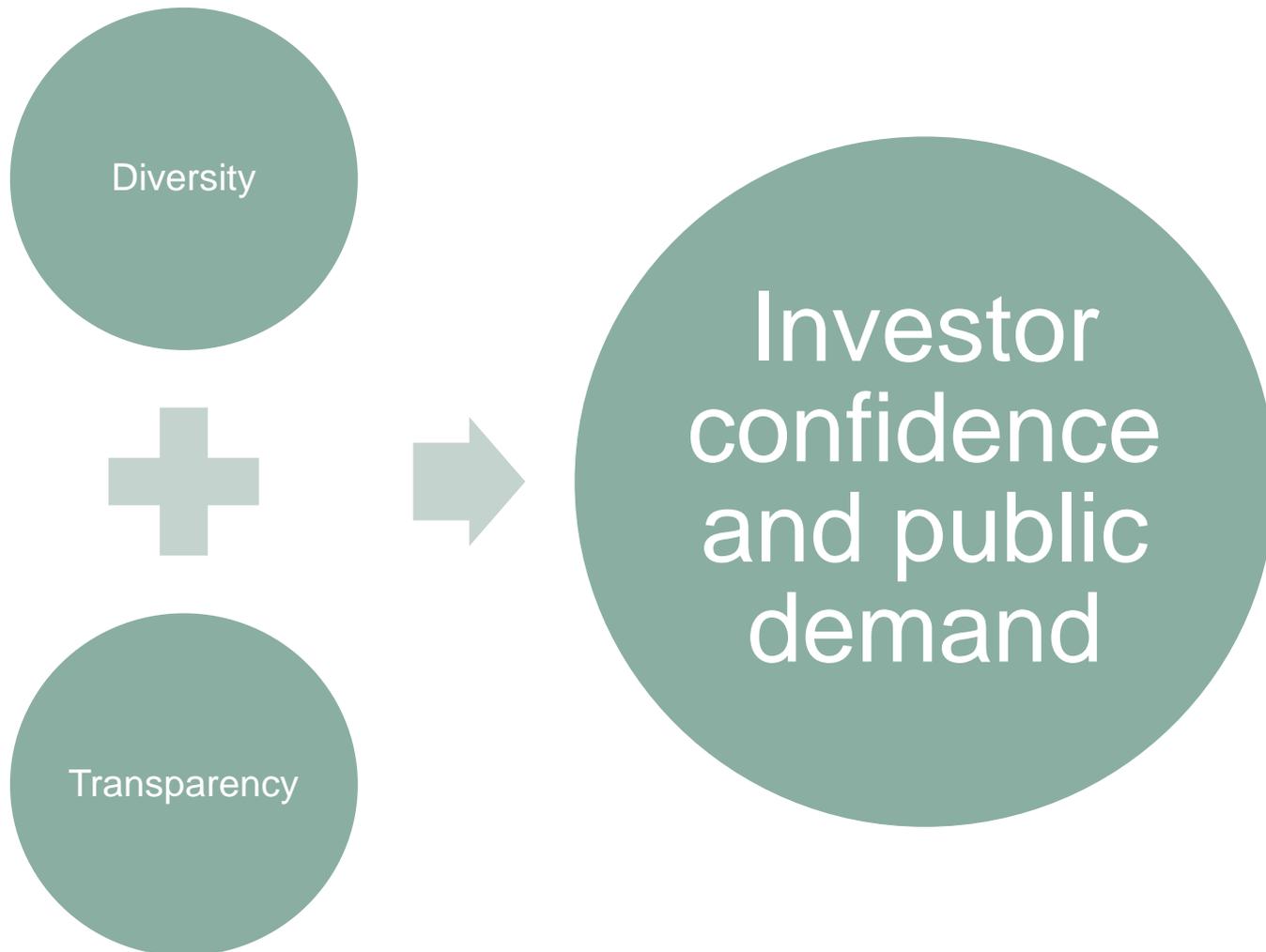
Female inclusion = labor shortages



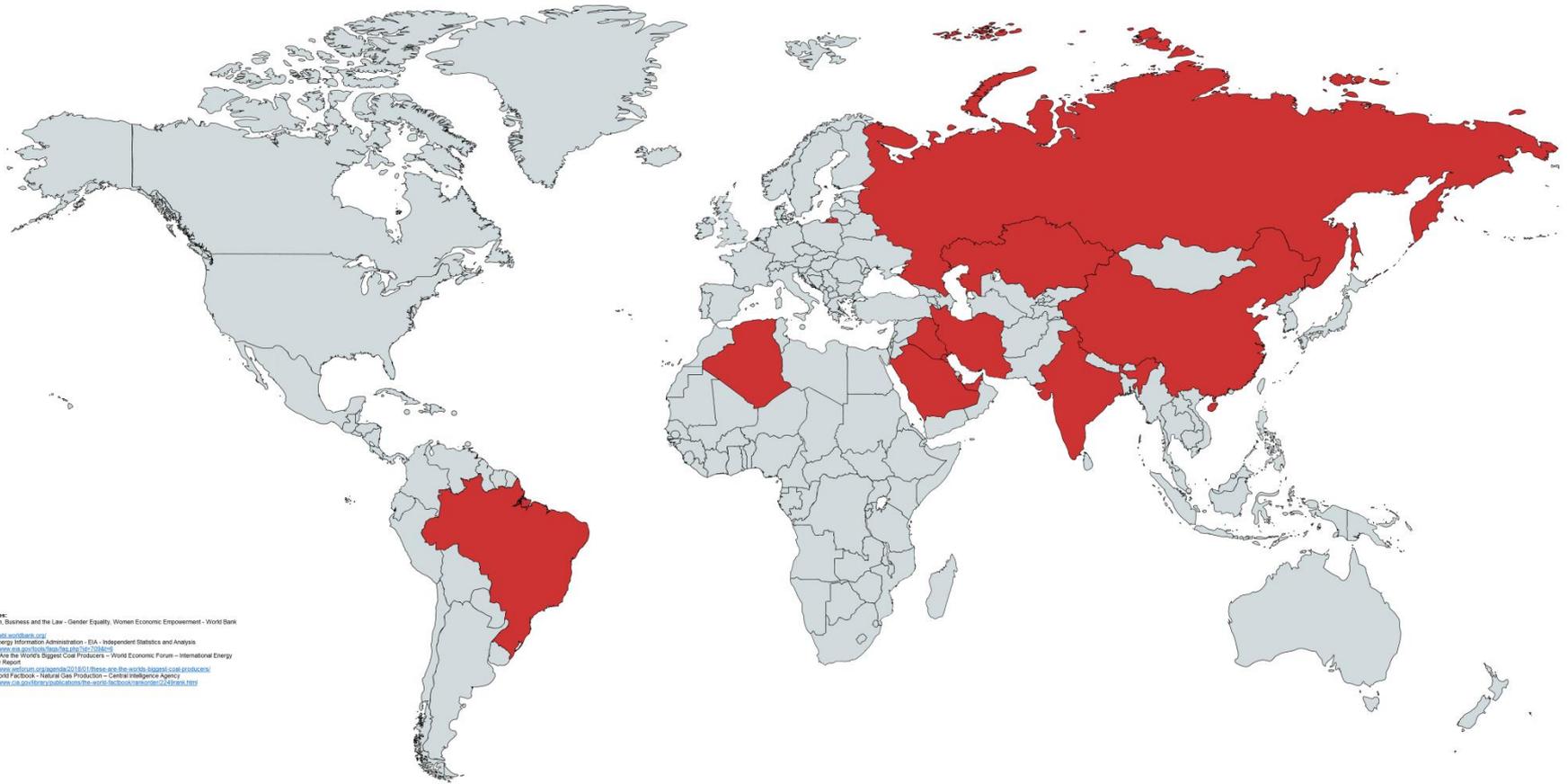
Labor  
shortage

Qualified  
female  
workers

# Female inclusion = meets demand



## 2. Governments have legal obligations



Sources:  
Women, Business and the Law - Gender Equality, Women Economic Empowerment - World Bank Group  
<https://doi.org/10.1017/9781016800000>  
U.S. Energy Information Administration - EIA - Independent Statistics and Analysis  
<https://www.eia.gov/energyexplained/coal/coal.php>  
These Are the World's Biggest Coal Producers - World Economic Forum - International Energy Agency Report  
<https://www.iefm.org/news/2018/01/these-are-the-worlds-biggest-coal-producers/>  
The World Factbook - Natural Gas Production - Central Intelligence Agency  
<https://www.cia.gov/library/publications/the-world-factbook/tables/248999a.html>

# Governments' Legal Obligations

Laws that  
ban

Laws that  
restrict

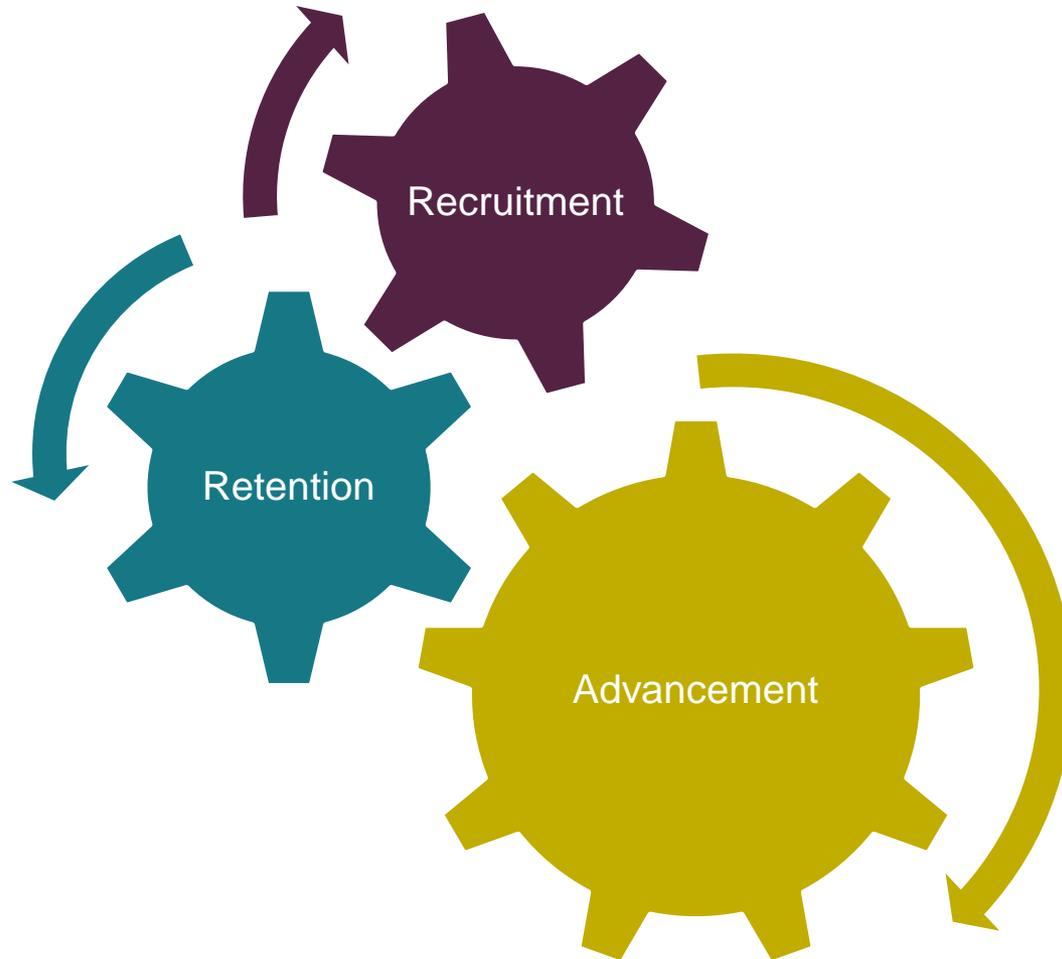
Women are  
not allowed  
to work

### 3. Businesses have obligations

A father and son were involved in a car accident in which the father was killed and the son was seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue. The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed, "Oh my God, it's my son!"

***Can you explain this?***

# Business Obligations



# Recruitment



# Retention



# Advancement



# Recommendations

Repeal laws that discriminate against women

Change stereotypes and behaviors that discriminate

Conduct a gender audit

Top-down commitment

# Contact

- Rosalyn Park
- Director, Women's Human Rights Program
- The Advocates for Human Rights
- 330 2<sup>nd</sup> Avenue South Suite 800
- Minneapolis, MN 55401, U.S.A.
- 
- +1.612.746.4676