

What are the benefits of a gender inclusive workplace culture?

Our research suggests that employees' perceptions of the inclusivity of their workplace can have important implications for their day-to-day experiences on the job.



Social identity threat:

an anxiety or concern experienced in situations where one's social group is underrepresented, devalued, or stereotyped to be inferior²

Key Finding #1: For women, the presence of gender inclusive company policies is linked to reduced social identity threat¹



SAFETY CHECK

Does your organization have these gender inclusive policies in place?

- ✓ Cultural norms and values that support positive working relations between genders
- ✓ Physical working conditions (equipment, clothing, facilities) appropriate for men and women
- ✓ Company-sponsored diversity awareness training
- ✓ Business advertisements that showcase gender diversity
- ✓ Formal workplace harassment policy and training
- ✓ Training and mentorship programs that provide opportunities for equal advancement



Key Finding #2: Gender inclusive policies help by creating a positive social climate between men and women¹



Inclusive policies



Positive social climate



Reduced identity threat



Positive workplace culture is a key predictor of **better organizational performance**³



SUMMARY

Our findings suggest that female engineers' perceptions of the gender inclusivity of their workplace (via the presence of gender inclusive policies) relates to their day-to-day experience of social identity threat, which in turn predicts levels of psychological burnout.

IMPLICATIONS

Women are underrepresented in STEM fields and choose to leave at a higher rate than men.⁴ By understanding the factors that contribute to gender inclusive workplace cultures, we can bolster the representation and retention of women in STEM.

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