

WiCyS 2023



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Ops Workshop

November 8th 5pm-6pm

Wicys Conference

Conference Dates: **April 11-13 2024**
Location: Gaylord Opryland Resort in
Nashville, Tennessee

Applications Open: **September 11**
Applications Close: **November 6**
Notification of Status: **December 18**





Breaking the Glass Ceiling

What is the Glass Ceiling?

- Social barrier that prevents woman from being promoted to top jobs in management



Understanding the Glass Ceiling

- Marilyn Loden coined the phrase “glass ceiling” in 1978 at a Women’s Exposition
- In 2021 women made 56.8% of the labor force in the U.S. but only held 29.1% of executive positions
 - In 2021 female chief execs leading fortune 500 companies was only 8.1%
- In 1991 the U.S. department of labor launched the Glass Ceiling Commision



Other Names for the Glass Ceiling



1. Pink Colar
2. Maternal Wall
3. Bamboo ceiling
4. Concrete ceiling
5. Glass escalator
6. Labyrinth of leadership

Breaking the Glass Ceiling

A hand in a grey sleeve punches through a glass ceiling, with shards of glass falling and floating in the air. The background is a light blue and white gradient.

1. Recognize that it exists
2. Understand that it is not a reflection of yourself
3. Trainings
4. Diversity Hiring and promotional goals
5. Company wide transparency
6. Talk to management
7. Mentor other women in the workplace
8. Offer resources

Glass Cliff

- When women get the leadership position during a time of crisis when failure is more likely
- Women who have broken through the glass ceiling will be placed in very specific positions
- Term coined by Michell and Alexander from the university of Exeter, United Kingdom, in 2004
 - Conducted a study of Great Britain's FTSE 100 companies

