

STEREOTYPE SMASHER

MATCH THE UNMATCHED

Equality

x

Equity

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Gender

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Sex

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Sexual
orientation

?

Disability

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Race

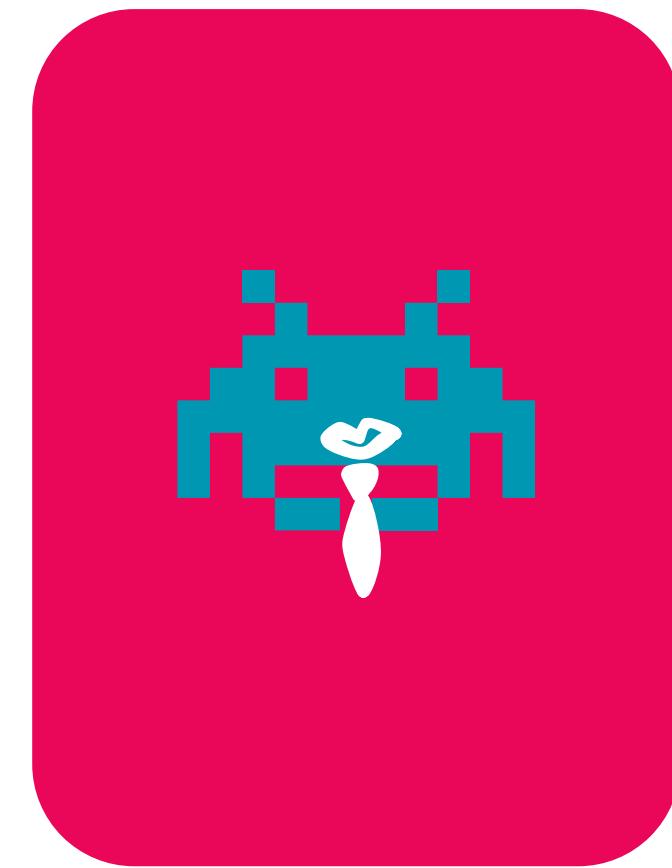
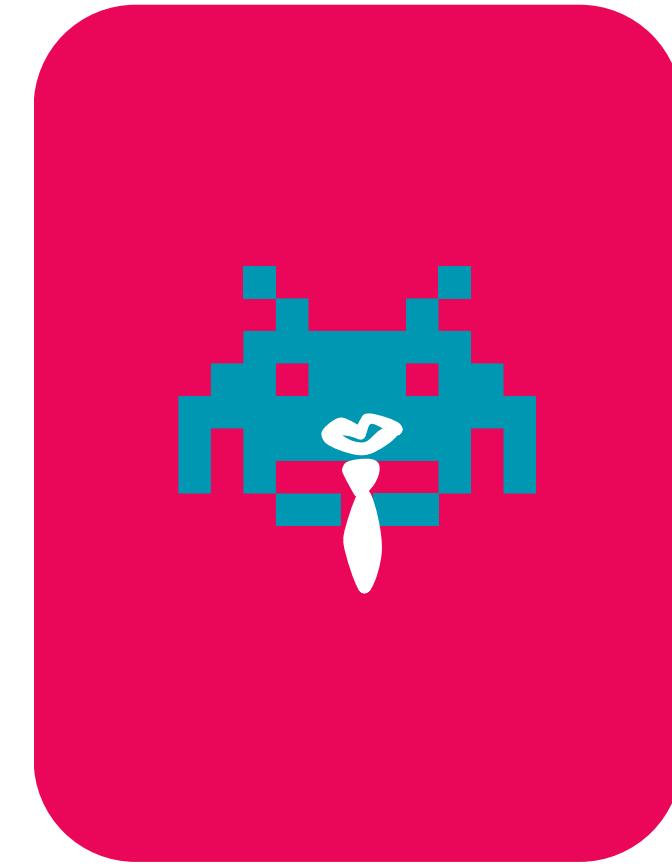
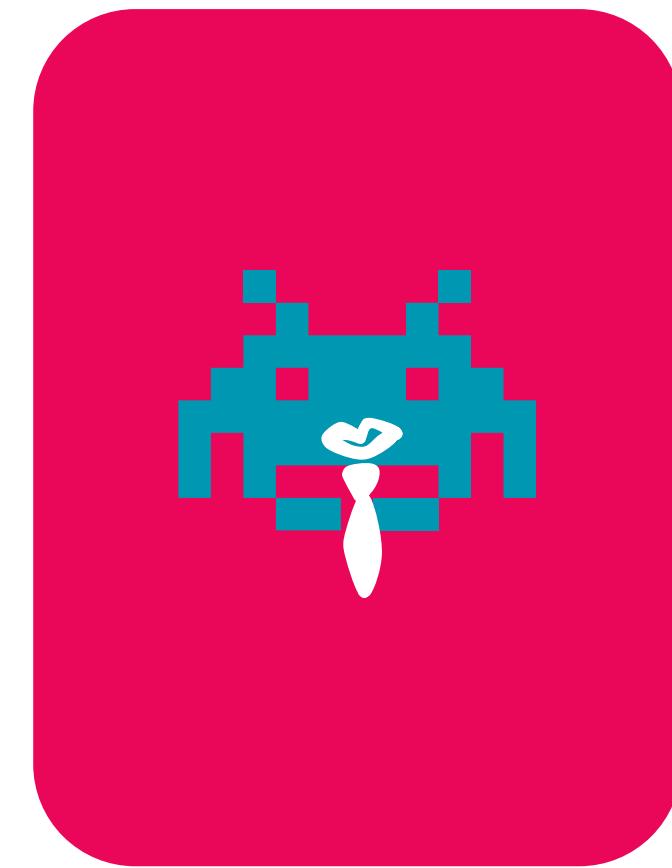
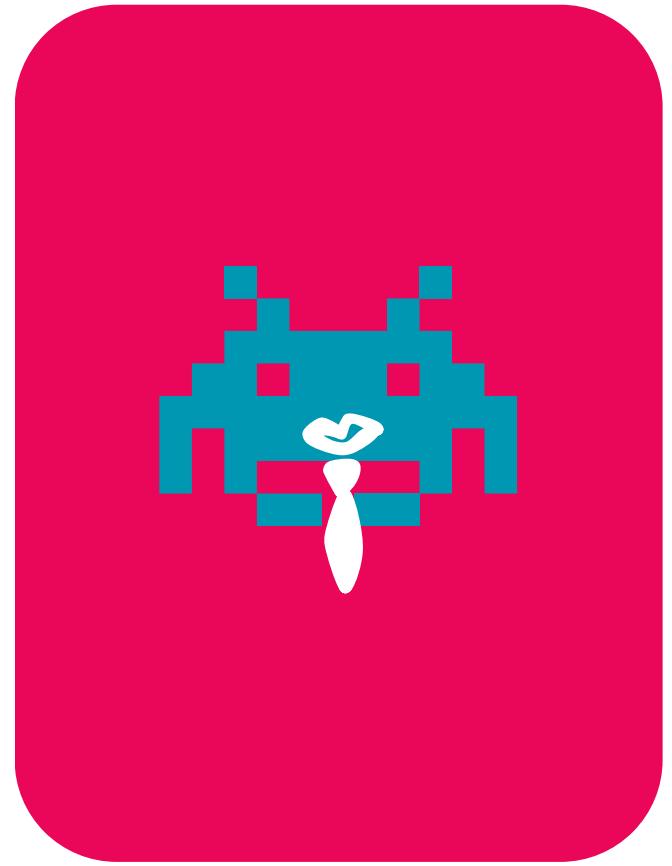
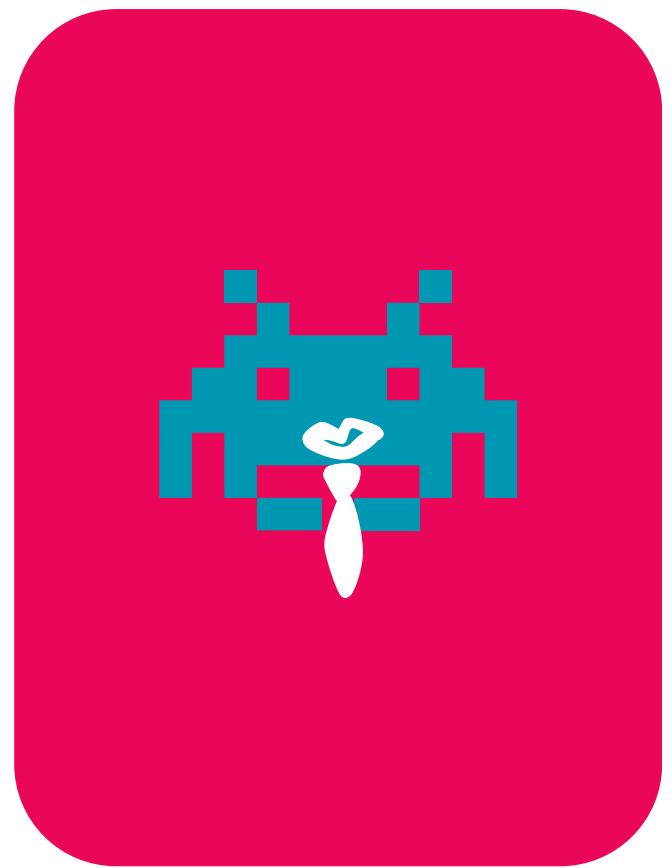
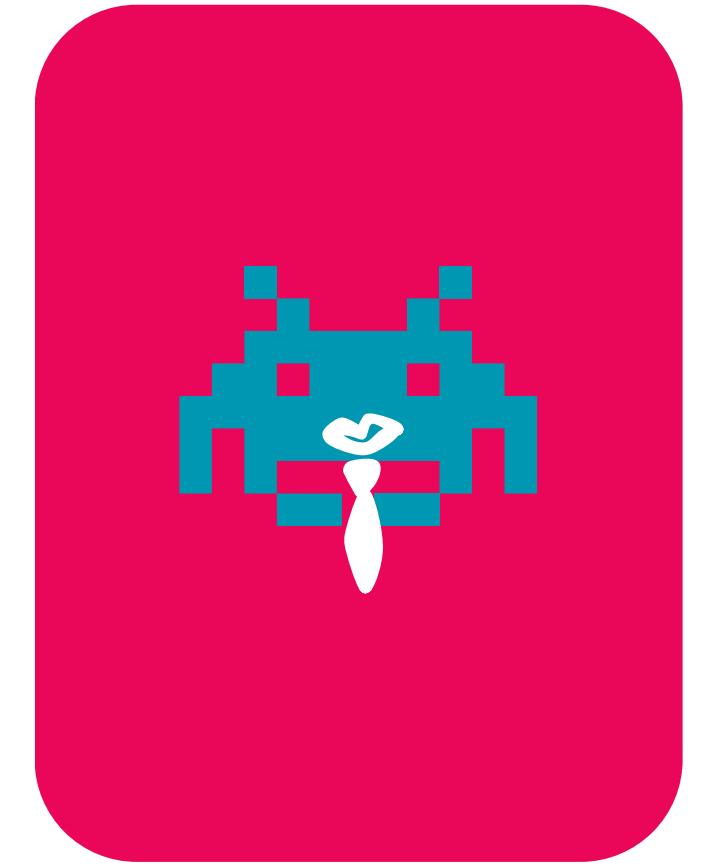
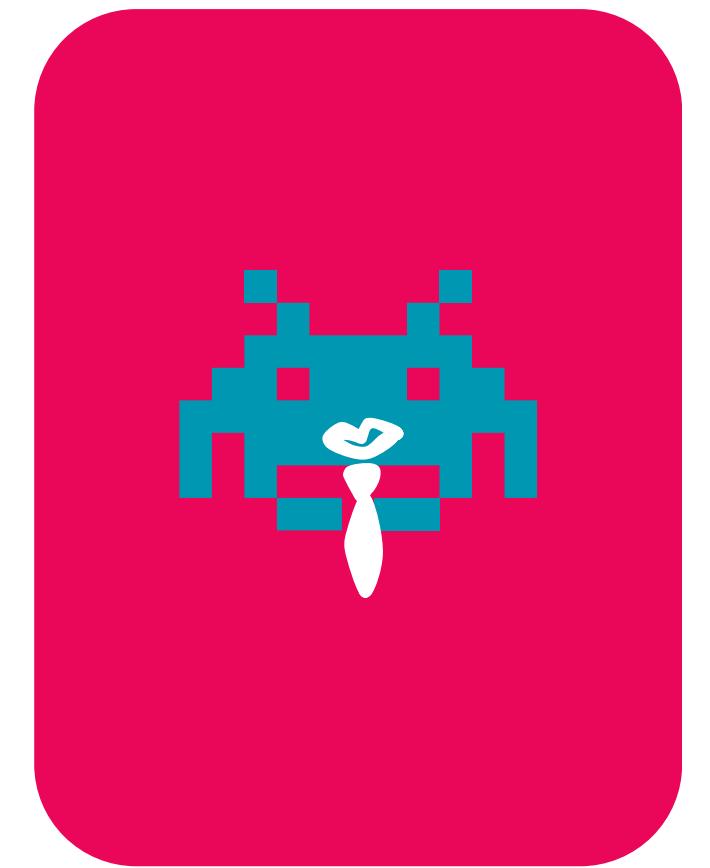
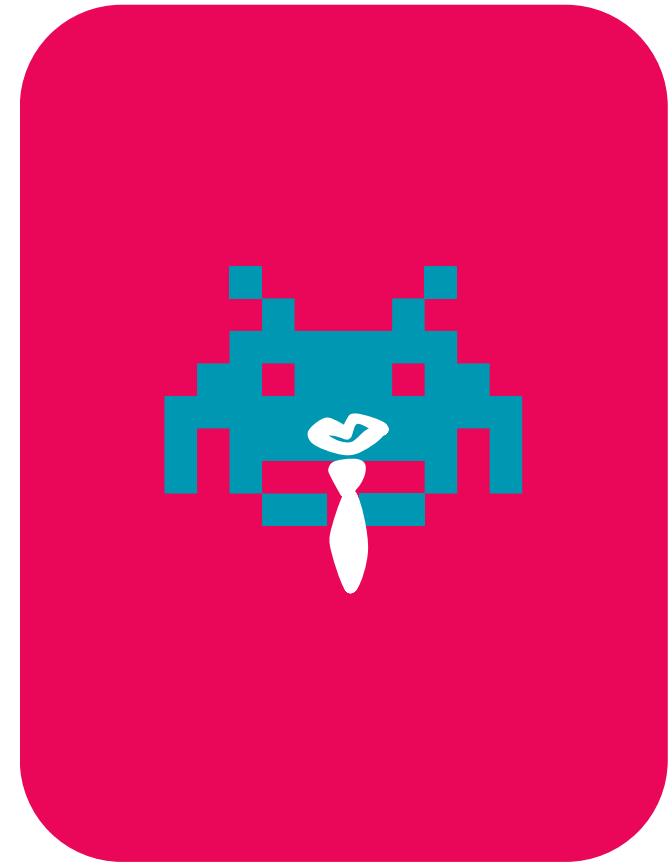
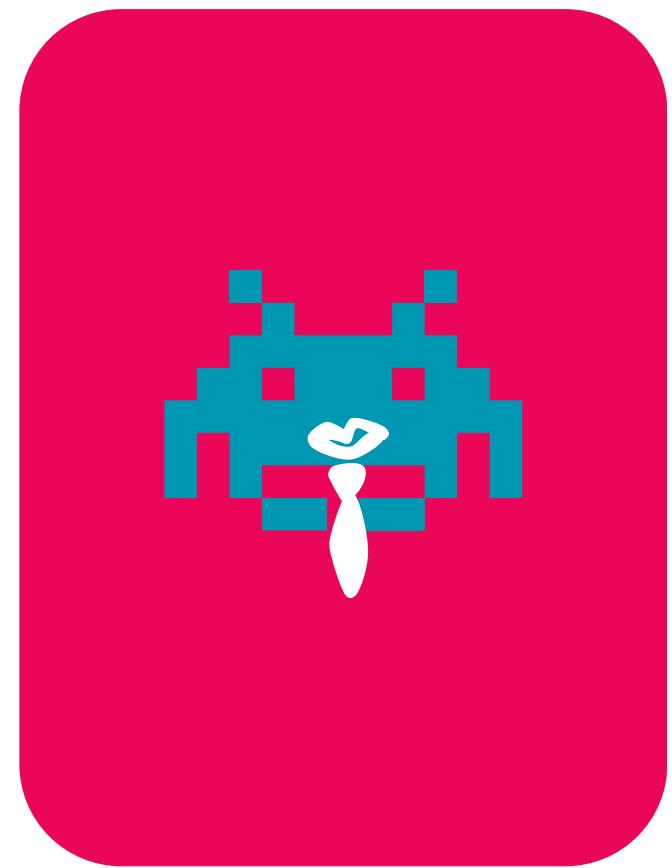
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Age

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Socio-economic
Background

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Everyone is treated the same, with the same rights, resources, and opportunities, regardless of their gender or any other personal characteristics.

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Everyone is given what they need to succeed, based on their individual situations to ensure fairness and overcome barriers like gender inequality.

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The social and cultural roles, behaviors, and expectations associated with being a woman, man, or another gender identity.

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The biological and physical characteristics (such as chromosomes, hormones, reproductive systems) that classify people as female, male, or intersex.

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A person's enduring pattern of romantic or sexual attraction to others. E.g., to people of the same gender, a different gender, or more than one gender.

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A physical, mental, intellectual, or sensory condition that may limit a person's everyday activities and participation, especially when environments are not accessible or inclusive.

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A socially constructed category used to classify people based on physical traits such as skin color or facial features. While it has no biological basis, it affects people's experiences due to racism and social inequality.

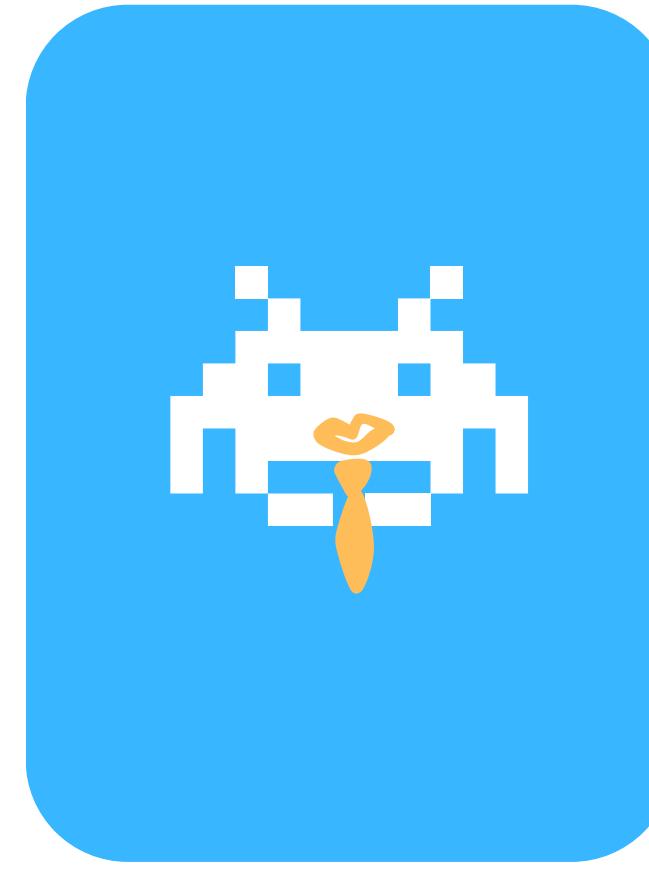
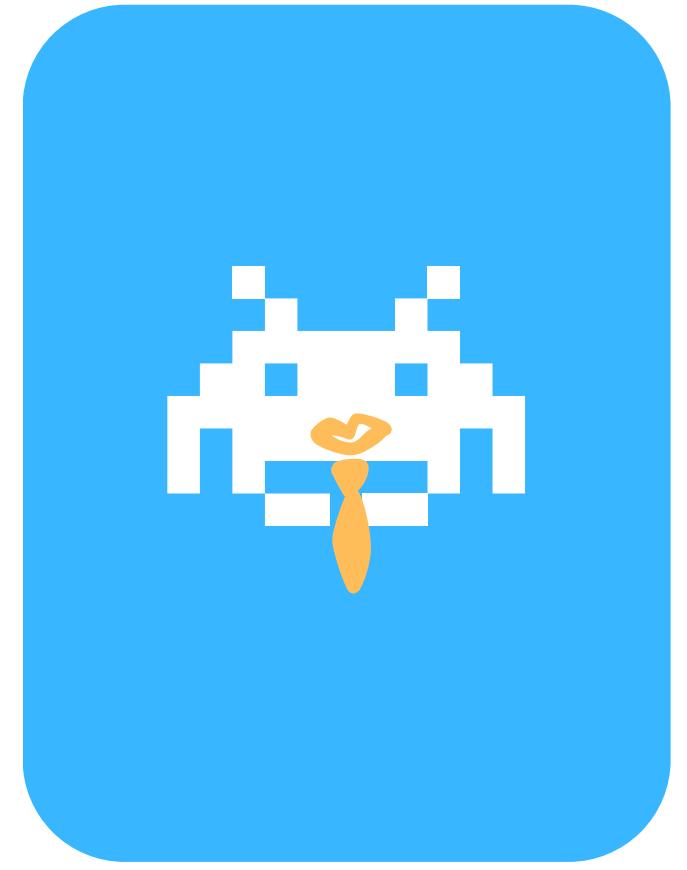
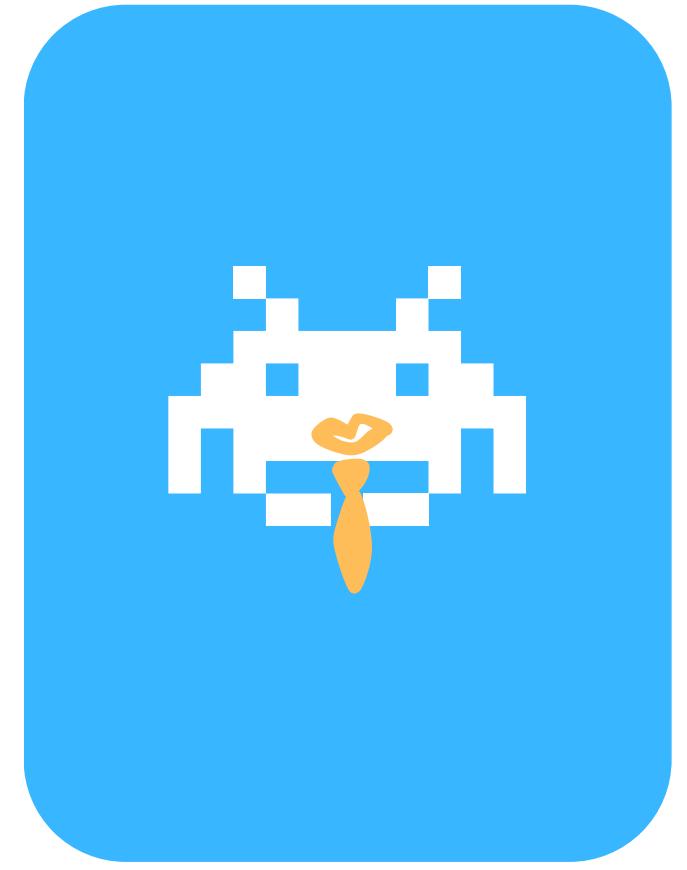
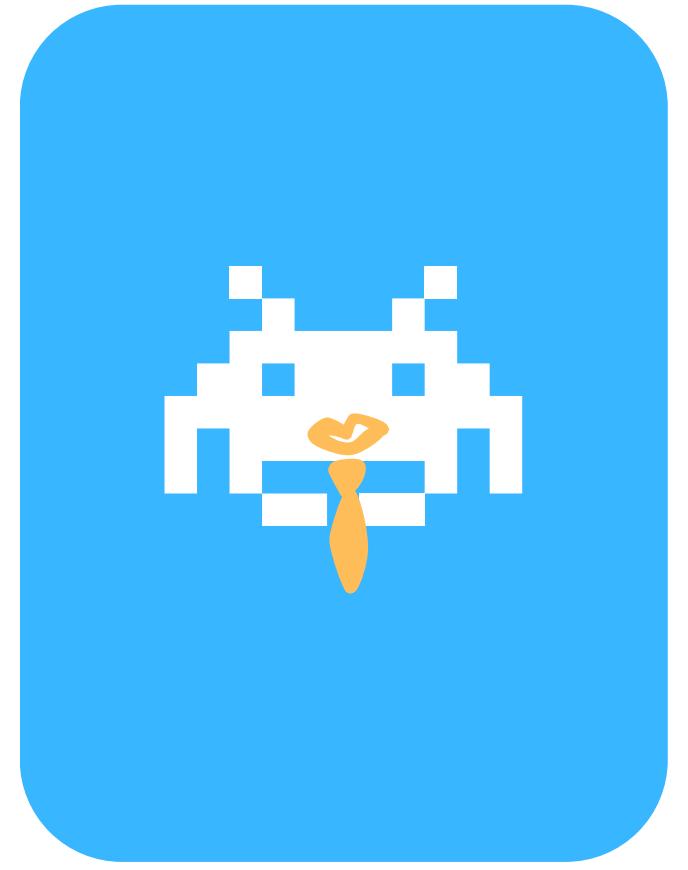
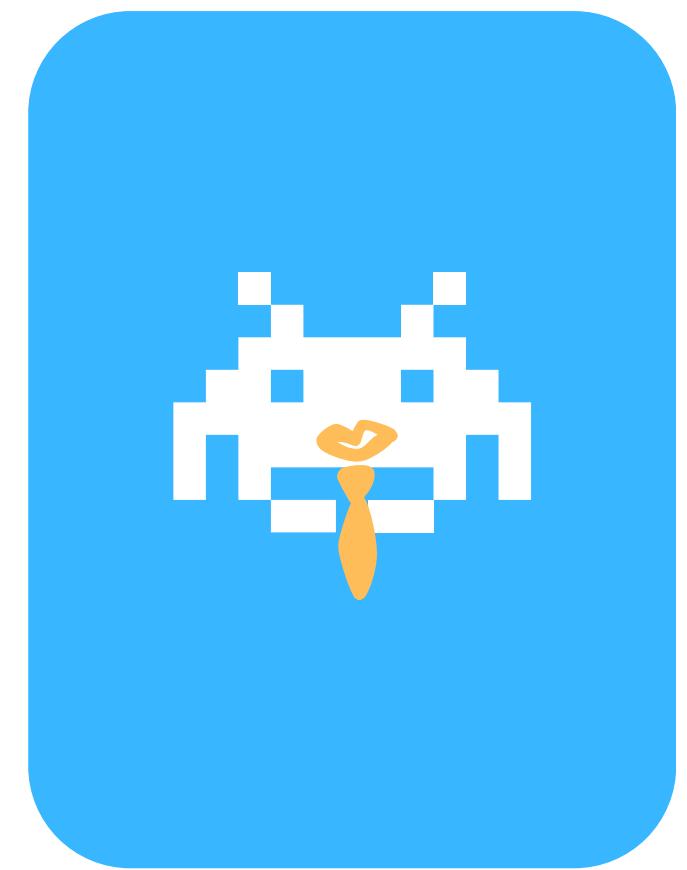
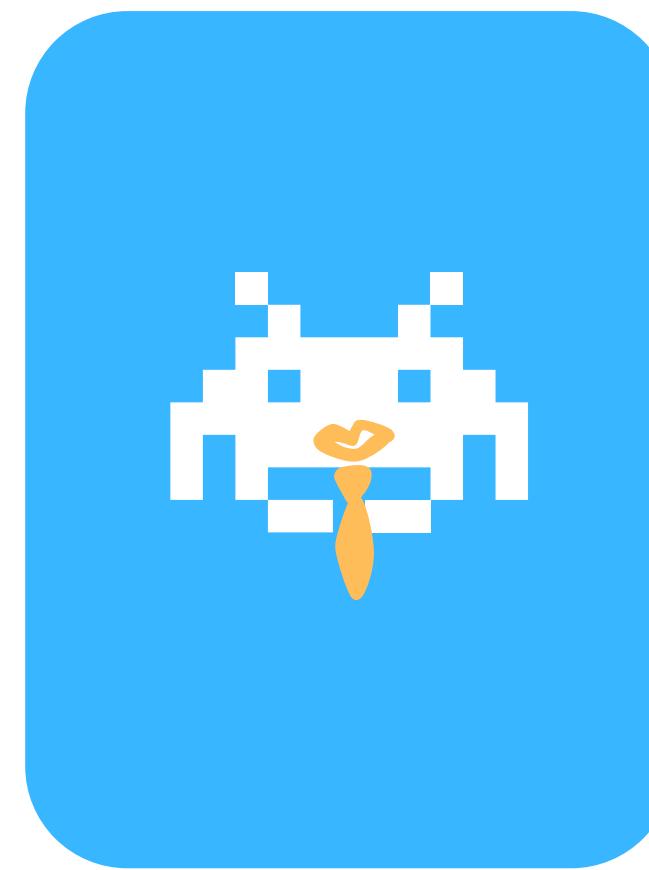
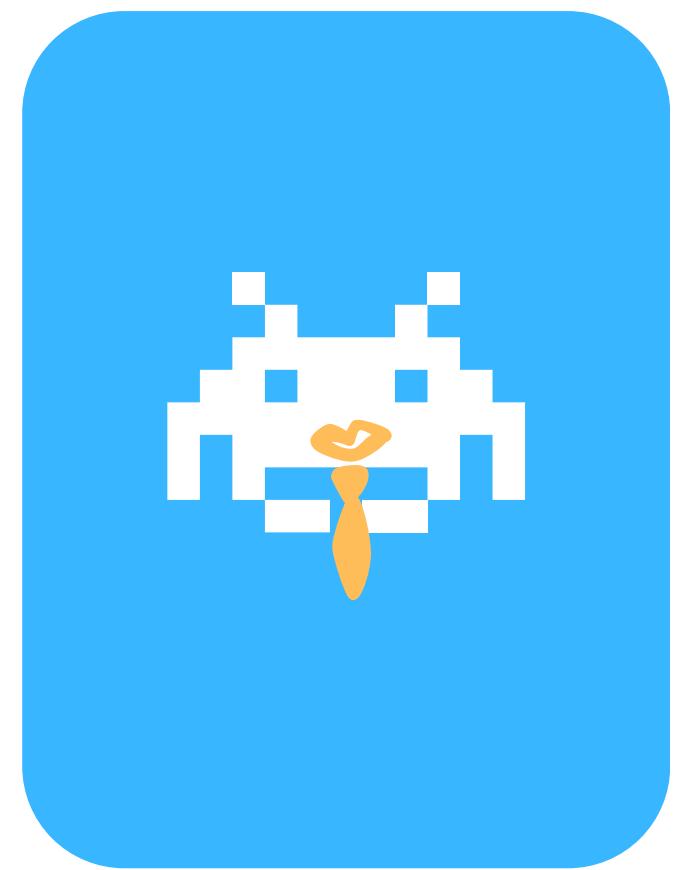
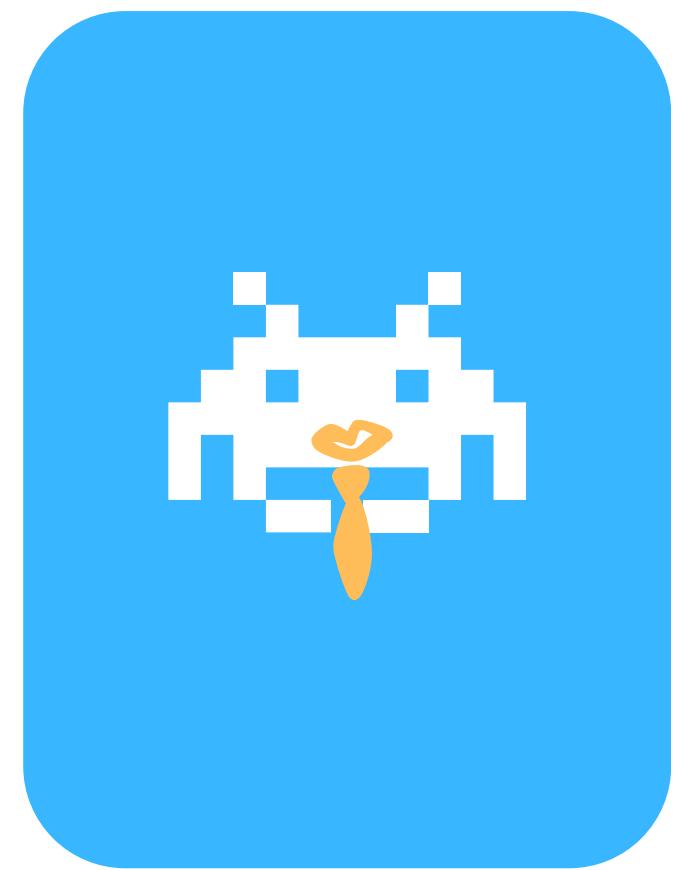
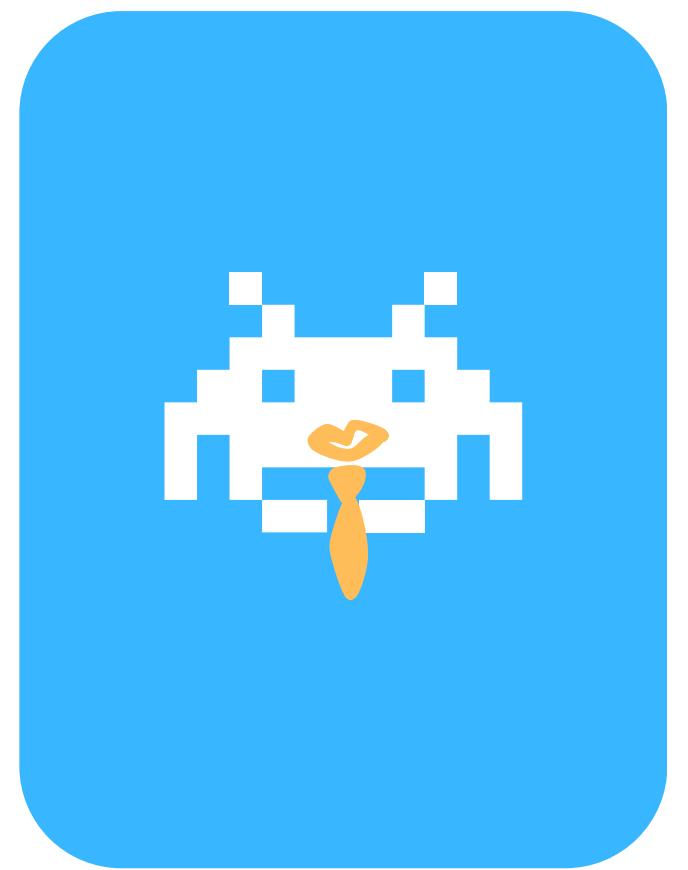
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A diversity dimension recognizing that people of different ages and generations bring varied experiences, perspectives, and needs.

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The social and economic conditions a person grows up in, such as family income, education, and occupation, which can influence opportunities and access to resources.

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Gender
Stereotype

\$

Glass
ceiling

£

Equal pay

"

Bias

(

Gender
discrimination

)

Work-Life
Balance

^

Gender
roles

*

Parental
Leave

+

Diversity

o

A fixed, oversimplified belief about what women or men can or should do.

\$

An invisible barrier preventing women from reaching top leadership positions.

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The principle that men and women should receive the same pay for the same work.

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A personal and often unconscious tendency to favor one group over another.

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Unfair treatment of people based on their gender.

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The ability to balance work demands with personal and family life.

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Social expectations about how men and women should behave.

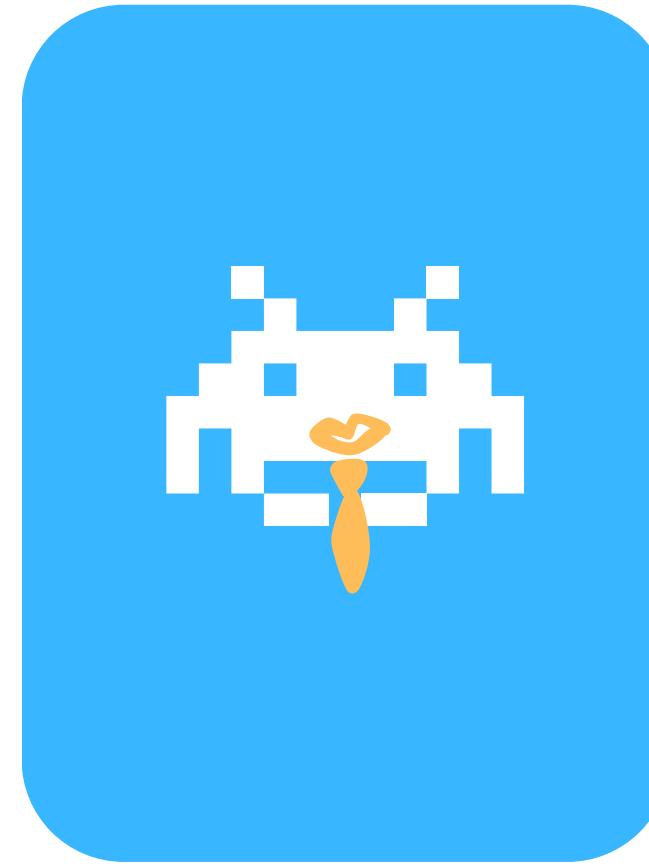
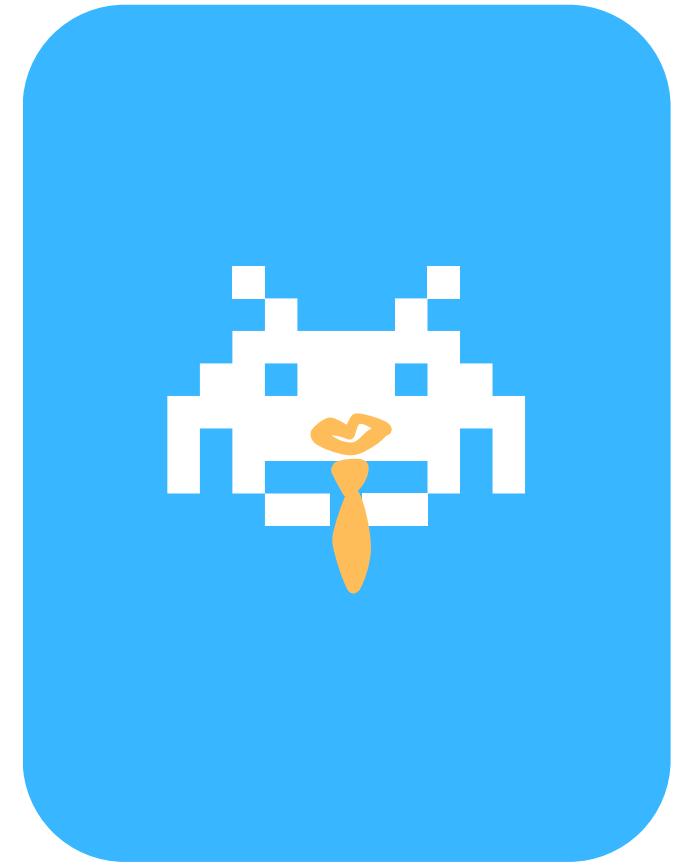
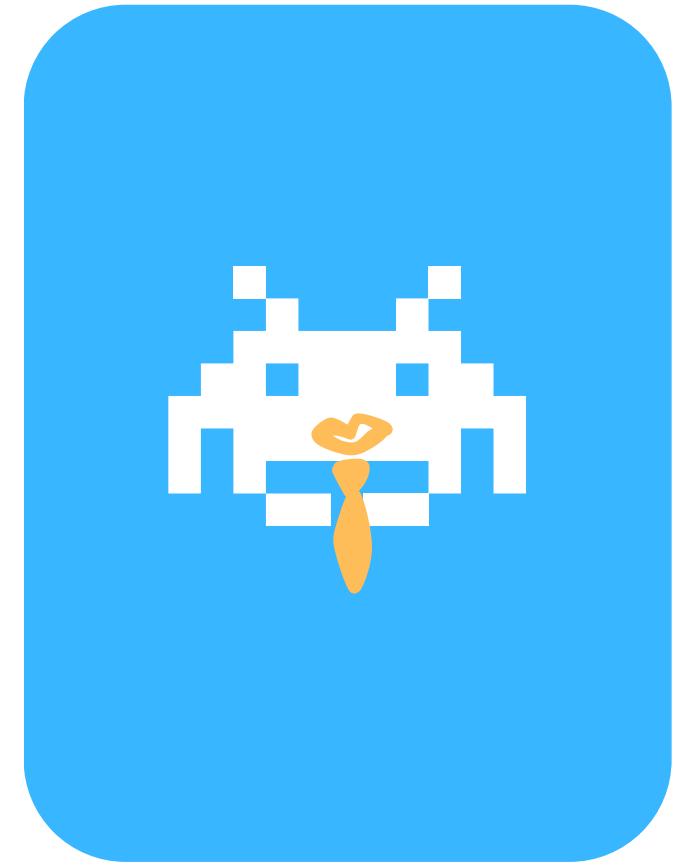
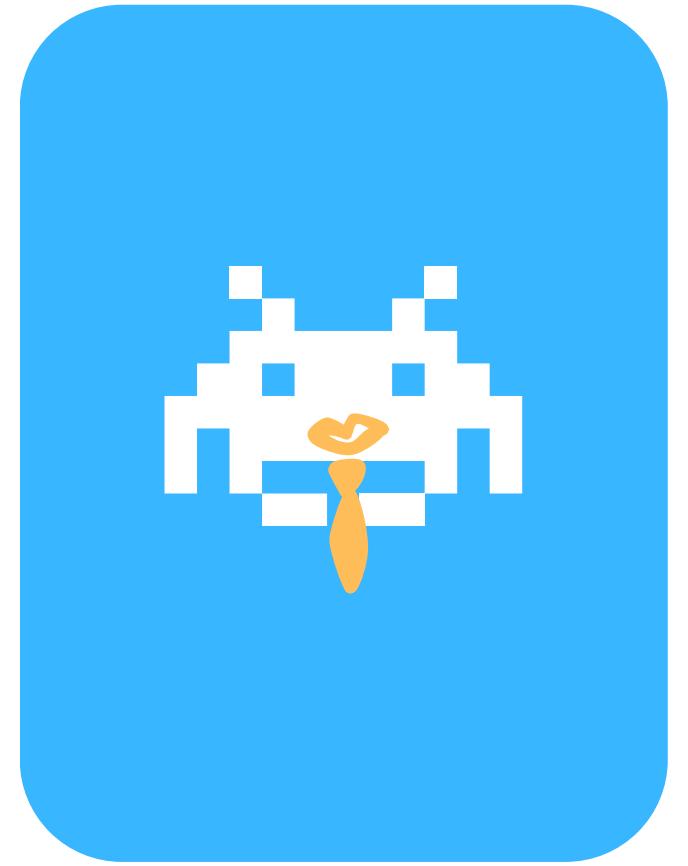
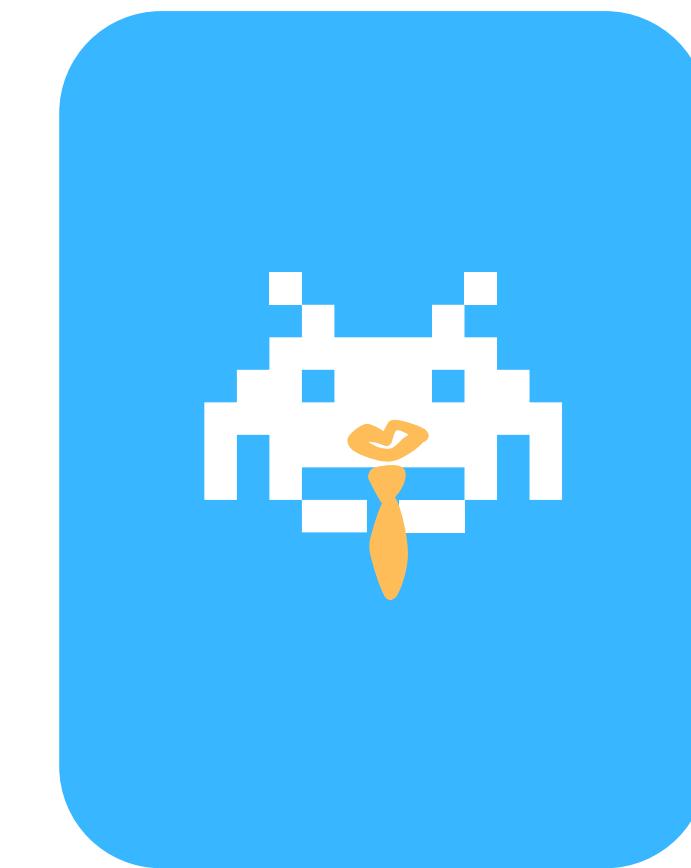
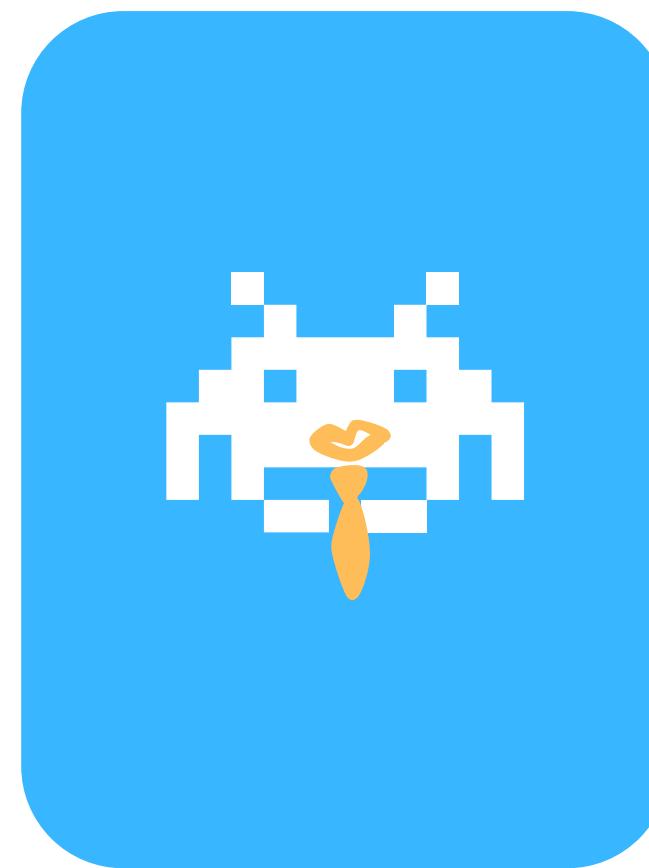
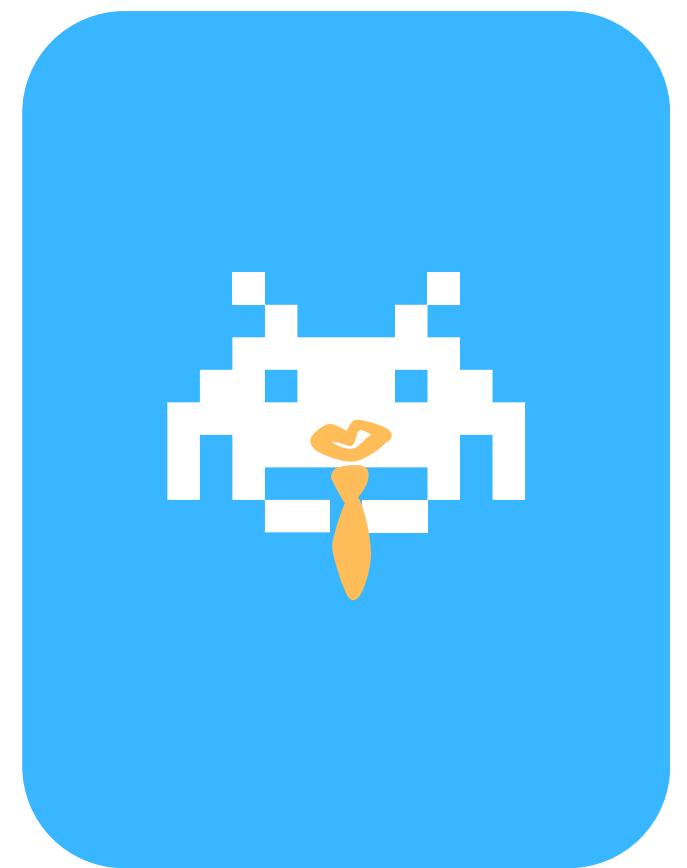
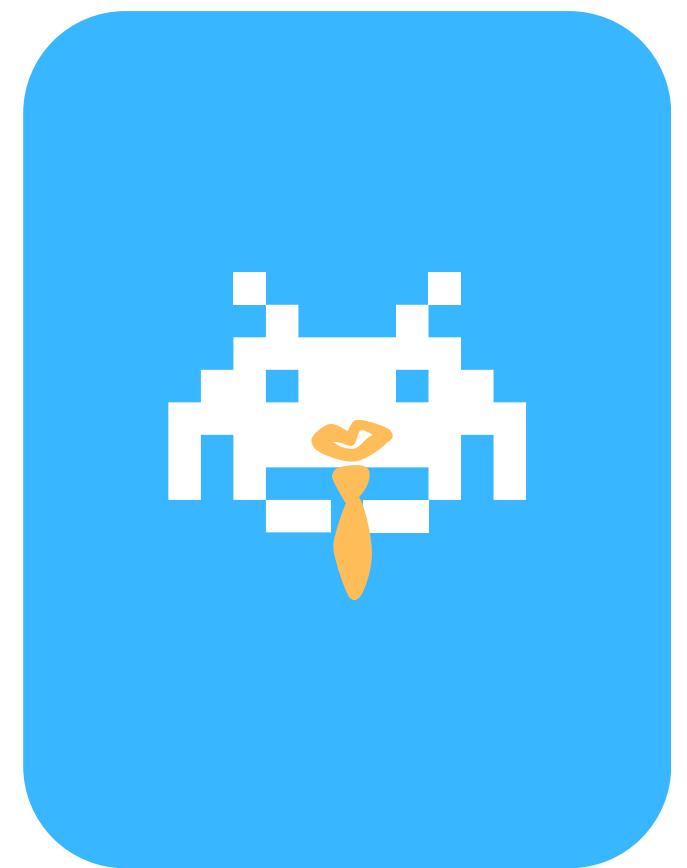
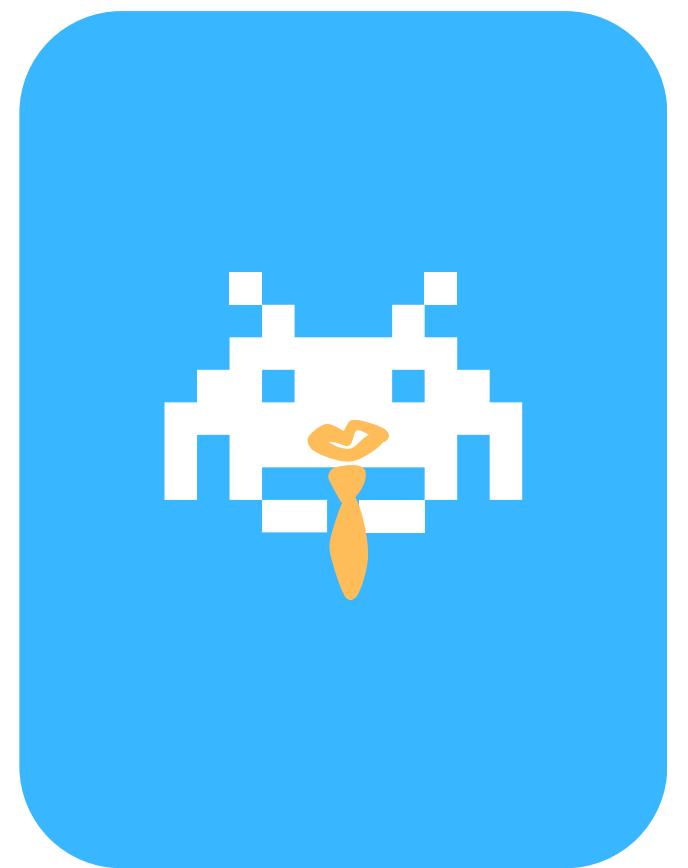
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Time off work granted to parents (both mothers and fathers) to care for a newborn or newly adopted child.

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The presence and inclusion of people with different identities, backgrounds, and perspectives - such as gender, age, ethnicity, ability, and more - in a workplace or group.

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Unconscious
Bias

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Gender
pay gap

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Micro-
aggression

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Tokenism

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Sexual
harassment

[

Occupational
Segregation

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Allyship

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Mother
Wall Bias

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Double
Standard

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Hidden attitudes or stereotypes that affect decisions without awareness.

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The average difference in earnings between women and men.

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Small, often unintentional comments or actions that express bias.

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Including a small number of women or minorities just to appear inclusive, without real change.

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Unwanted sexual behavior in the workplace.

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The concentration of women or men in certain jobs or sectors.

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Active support by people from privileged groups for gender equality.

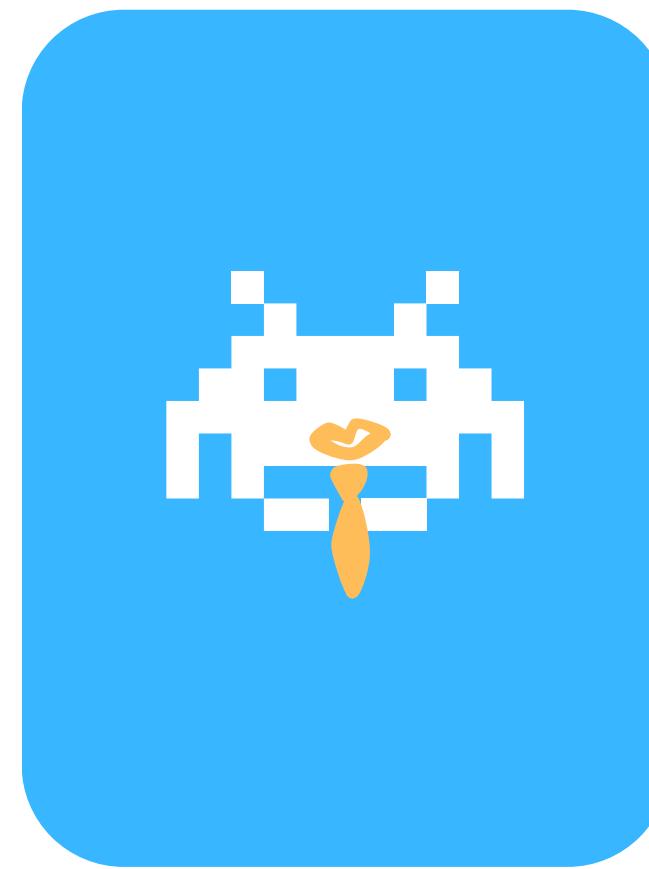
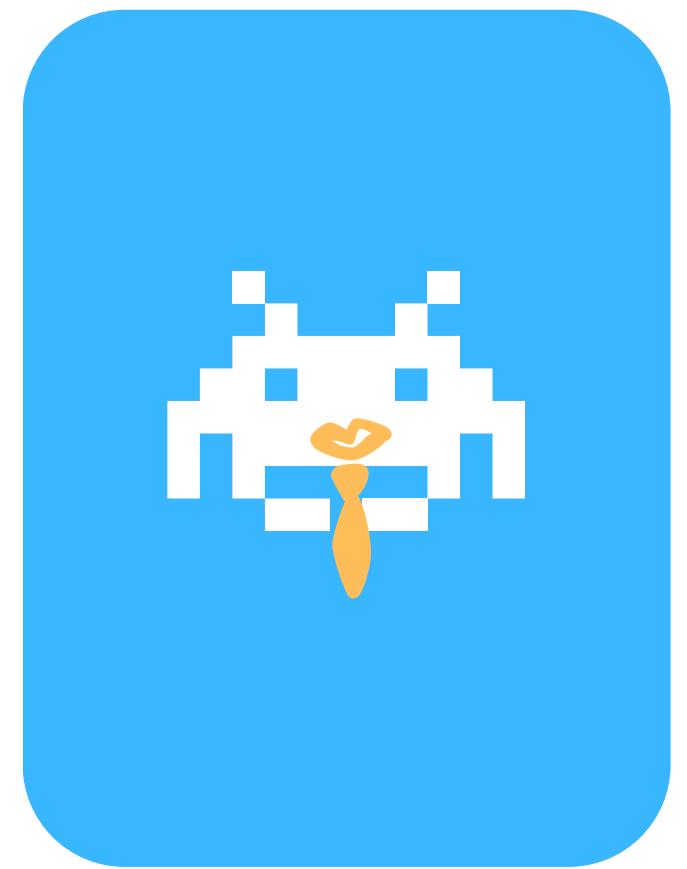
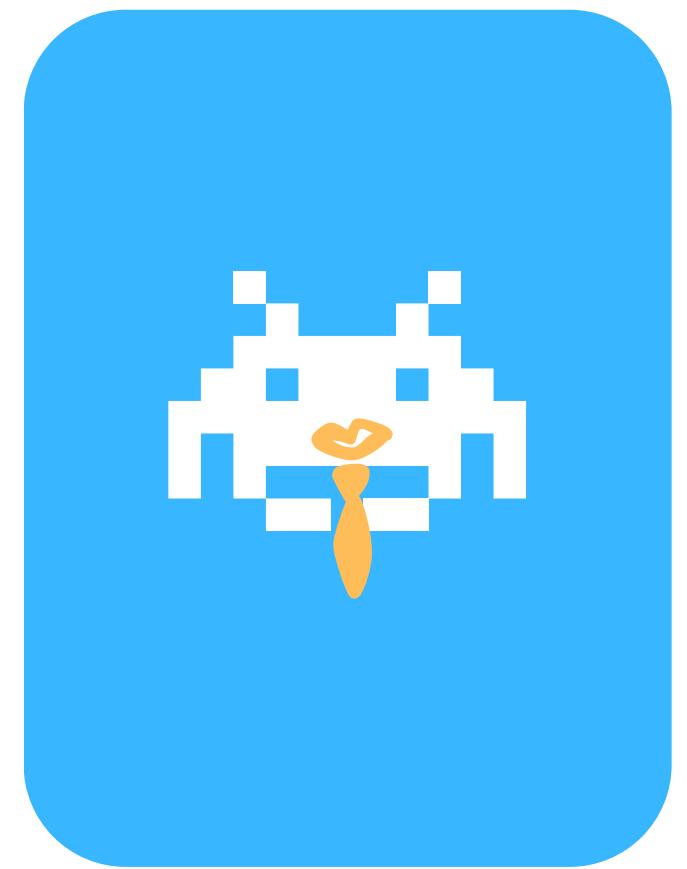
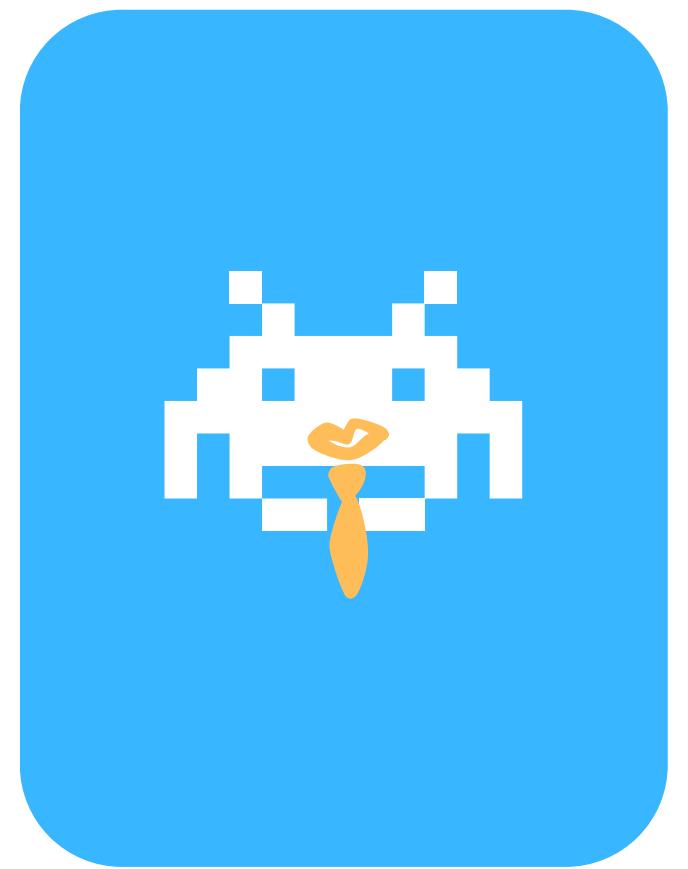
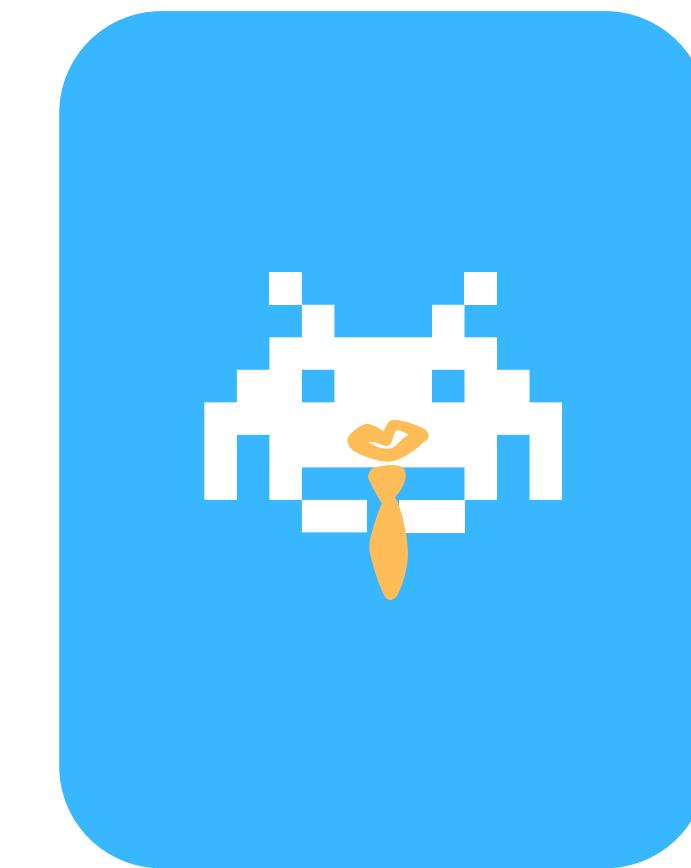
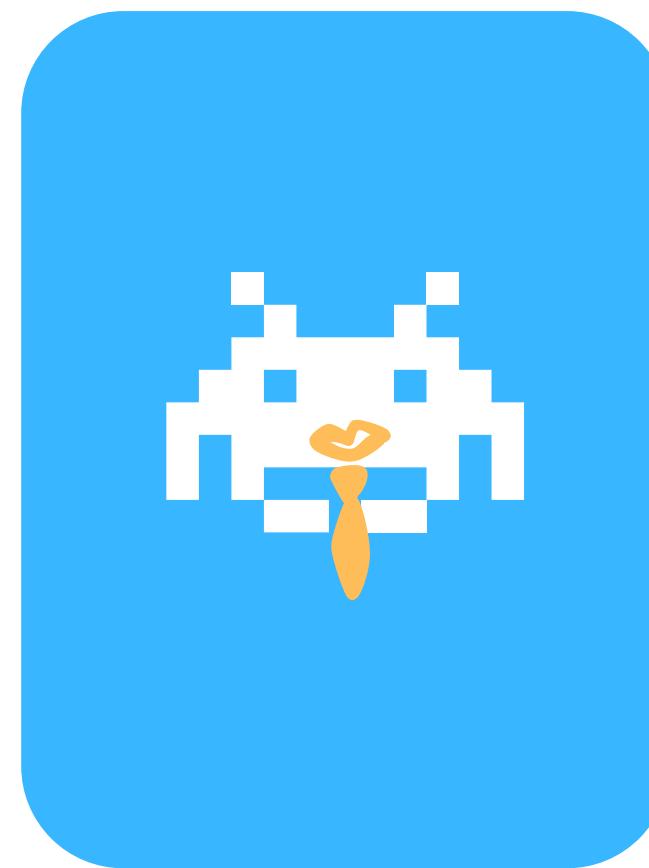
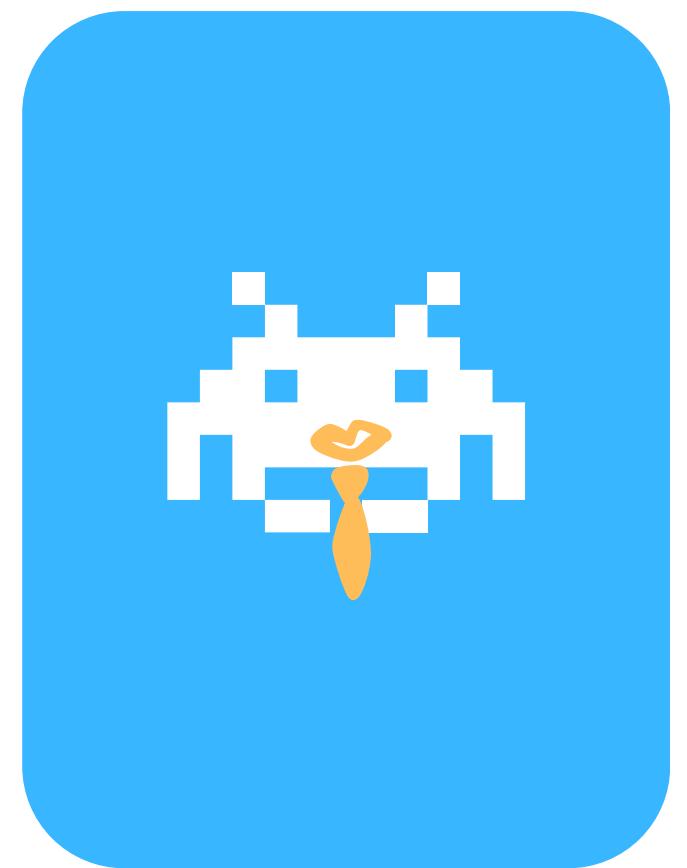
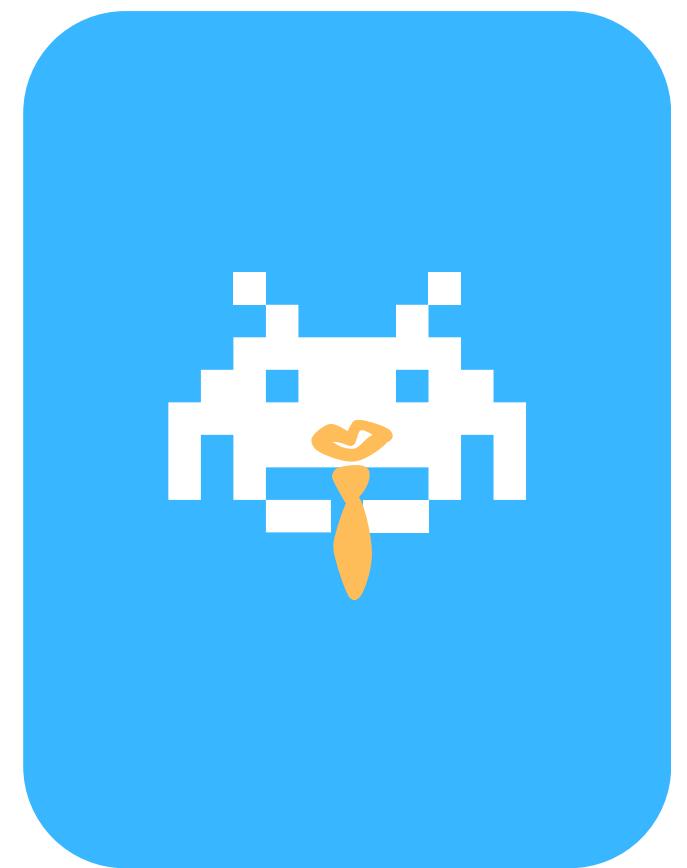
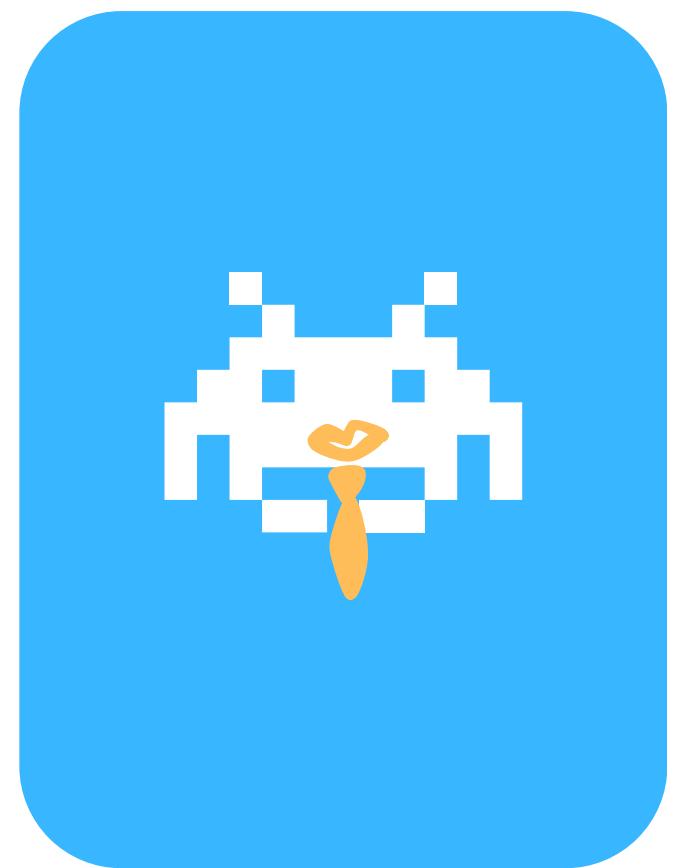
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The assumption that mothers are uncommitted to their jobs if they take time off for their families, or cold and uncaring if they don't.

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A situation where different rules or expectations are applied to people doing the same work — often based on gender, race, age, or other personal traits, rather than job performance.

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Intersectionality

Ω

Invisible
labor

\circledR

Gendered
Expectations

$^{\text{TM}}$

Imposter
syndrome

π

Male
privilege

β

Emotional
tax

∂

Structural
Discrimination

∞

Gender
mainstreaming

Δ

Patriarchy

Σ

How different forms of discrimination (such as gender, race, class, age, or ability) overlap and create unique experiences of disadvantage.

Ω

Work that is unpaid, unnoticed, and often not formally recognized, e.g., mentoring younger colleagues or managing informal team dynamics.

®

Assumptions that men and women should take on specific roles or behaviors at work.

™

The stress of constantly dealing with bias or exclusion at work.

∂

Policies or systems that disadvantage certain groups over time.

∞

A policy approach that integrates a gender perspective into all laws, policies, and practices; to ensure that the needs, experiences, and impacts on all genders are considered and equality is promoted.

Δ

Feelings of self-doubt despite competence, often experienced by individuals from underrepresented groups.

π

The unearned advantages that men often have simply because of their gender.

β

A system of male dominance that shapes social, political, and economic structures; a foundational concept for understanding gender inequality and power imbalances.

Σ

