

# ROTTERDAM SCHOOL OF MANAGEMENT ERASMUS UNIVERSITY

## ERASMUS CENTRE FOR WOMEN AND ORGANISATIONS

Dear ECWO Followers,

I would like to request your input and help with an important ECWO project.

We are looking to write a book about gender, and the challenges that organisations face being more gender-balanced and inclusive across all employment levels. I am looking for interesting situations/examples that illustrate negative and positive gender-based experiences within companies and in other societal settings.

If you have had an experience or incident that you believe has a pertinent gender element, we would love to hear about it.

A professional writer will interview you and naturally we will appropriately disguise all identities including the organisation. What we will retain are the crucial elements of the experience for others to learn from.

The book will be written so that women can share experiences with others. There will be theoretical elements threaded through the book as well as advice from individuals and HR (where appropriate) on how they would have handled a particular situation. We believe that this approach will make the book both readable and valuable for human resource professionals and other managers looking to transform their organizations and prepare them for the future of opportunity for all that we are striving for.

If you have a story that you would like to share, and you would be willing to be interviewed either face-to-face or over the phone, please email Anita Otchere <[anotchere@rsm.nl](mailto:anotchere@rsm.nl)> with the indication of the story's orientation. To give you all an idea of what we are looking for, I have listed a number of themes below. I fully appreciate that the list is not complete but hope it provides some ideas that drive your recall of your own past (or current) experiences.

- Age/Gender discrimination
- Culture/Gender discrimination
- Implicit bias
- Bully/aggressive behavior
- Pay/bonus issues
- Clothing issues
- Policy issues
- Sexual harassment or exploitation
- Inappropriate gifts
- Inappropriate language (Hey, Blondie!)

- Pregnancy work issues
- Issues returning to work after having baby
- Quotas
- Being the only woman on a team
- Gender issues that arise (inappropriately) during interviews
- Gender issues around assessments (Personal comments and attributes rather than work related issues – You are too bossy!)
- And other...

Kind regards,

Dianne,