

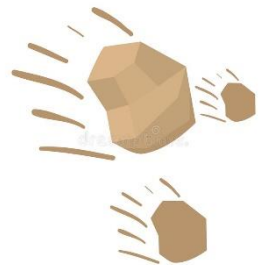


Leading a Diverse Organization

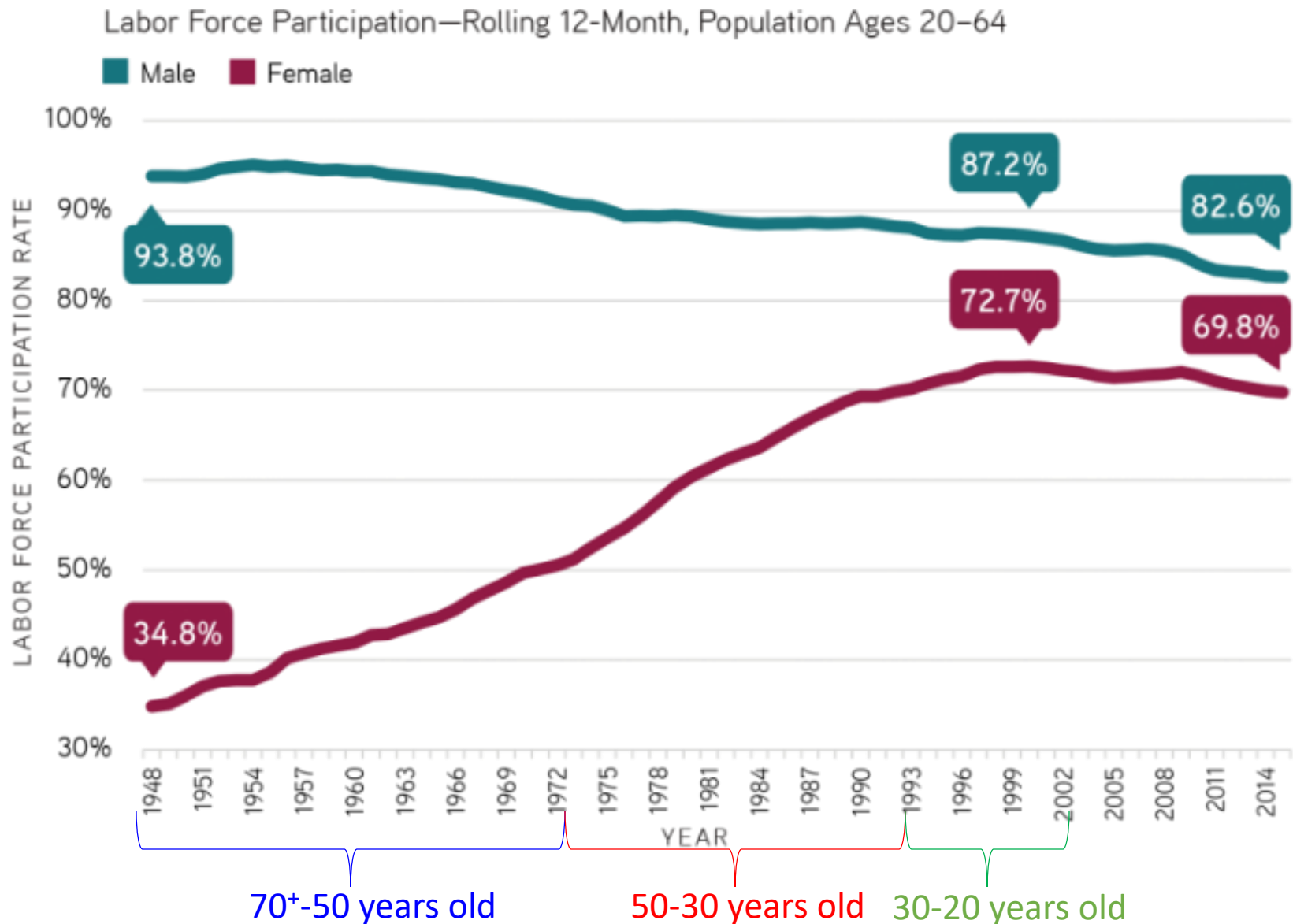
Women's History Month

Sue DeGuzman

Director (acting), NAVAIR HQ Engineering and Cyber Warfare



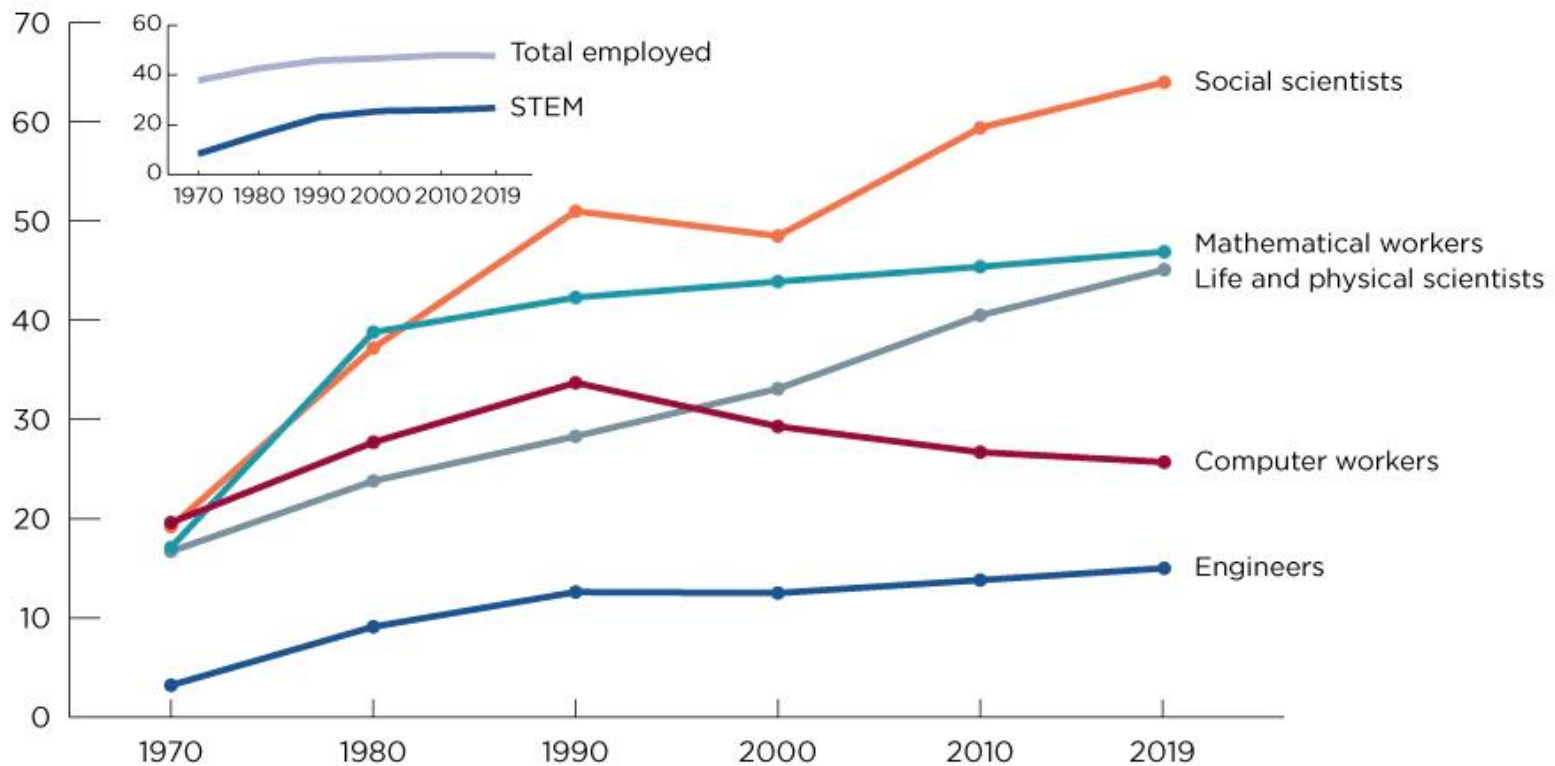
A Time of Transition (working women)



A Time of Transition (technical fields)

Percentage of Women in STEM Jobs: 1970-2019

(Civilian employed, 16 years and over)



Source: U.S. Census Bureau, 1970, 1980, 1990 and 2000 Censuses; 2010 and 2019 American Community Surveys, 1-Year Estimates.

Diversity & Inclusion – large topic

Diversity

Diversity is the similarities and differences of people found in our workforce and marketplace. Diversity includes many characteristics that may be visible such as race **gender** and age, and it also includes less obvious characteristics like personality style, ethnicity, ability, education, religion, gender identity, job function, life **experience**, lifestyle, sexual orientation, geography, regional differences, work experience and family situation that make us similar to and different from one another.



Inclusion

Creating a workplace of **mutual respect**, trust and commitment so that everyone will contribute to organizational results based on their unique talents and backgrounds.

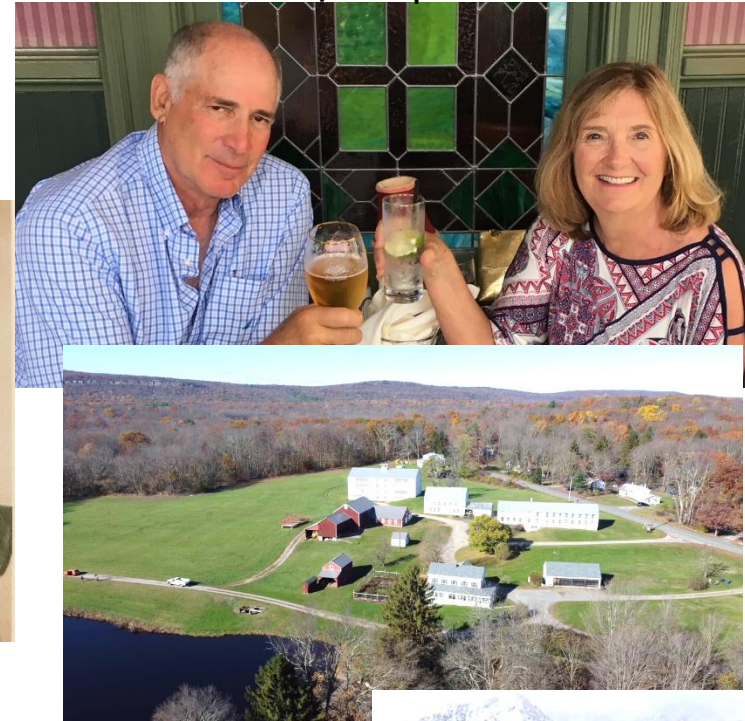
Women's History

MY

Step-Father / Mother



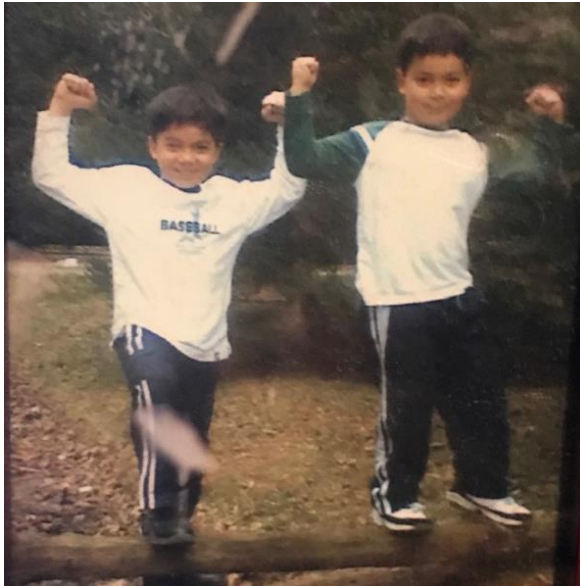
Father / Step-Mother



How you are treated	How you want to be treated	
	Same	Different
Same	Same/Same	Same/Diff
Different	Diff/Same	Diff / Diff

Women's History

My sons



Risk

Competition

Strength

Adventure

Confident

Practical

Act

Cautious

Fair

Multi-task

Plan

Self Critical

Fun

Communicate

My nieces



Stereotypes – often inaccurate, but influence our thoughts

Men & Women – tend to think, act, & react differently in many situations

Different perspectives create best solutions

Working women have changed our world

A Time of Transition (working women)

Don't get so busy making a living that you forget to make a life

- Work Life Balance is critical for families & society
 - 40% of executive level women in USA do not have children
 - Not all by choice, but got too busy and focused on career first
 - Average age of first-time parents increasing
 - 25% of mothers turn down promotions to balance parenting
 - Often impacts remaining career options
- Transition isn't over yet
 - Women are working, integration is still in progress
 - Appreciate and benefit from differences

