

The Gender Equity Iceberg

#MeToo

Sexual Assault

Sexual contact that occurs without explicit consent of the recipient.

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, offensive remarks and other verbal or physical harassment of a sexual nature.

Overt Discrimination

Unfair and unfavorable treatment because of gender (including gender identity or sexual orientation) as covered under Title VII of the Civil Rights Code.

Visible, explicit, illegal and actionable

Micro-aggressions

Indirect, subtle, or unintentional discrimination against members of a marginalized group. Often directed to racial minorities.

The Double Bind

When a woman is perceived as “aggressive” or rude if she behaves with confidence or ambition, and is perceived as less competent if she behaves according to traditional gender norms (social, nurturing, nice).

Stereotype Threat

When a woman behaves or holds a self-perception on perceived threat of being judged against female gender role norms by those closest to them.

The Gender Partition

Barriers, such as fear of sexual harassment complaints or perceived inappropriateness, which prevent cross-sex professional relationships and friendships, limiting access to mentors and advocates.

The Meritocracy Myth

The belief that performance alone will be enough to earn recognition, promotion, etc., and discounts the importance of networks and advocacy to secure opportunities.

2nd Generation Bias

Bias that is either unconscious or hidden because cultural norms no longer allow open displays of prejudice or discrimination.

Benevolent Sexism

Behaviors that are welcome and acted on with positive intent, but which reinforce patriarchal gender prescriptions (e.g., holding the door, paying for meals).

Hidden, vague, implicit, not illegal.

The illegal, actionable tip of the iceberg won't go away until the undercurrent is made visible and new cultural norms established.