



TOPIC:
Organizational
Leadership/
Gender Diversity

HOW DO YOU INCREASE GENDER DIVERSITY AT WORK?

25

Sallie Krawcheck

*Chair, Ellevest Network; Former President,
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Investment Management*

VIDEO SUMMARY:

In this message, Krawcheck highlights the benefits of promoting gender diversity in leadership. Diversity is hard, but research shows that diverse teams make more effective decisions and drive better results.

DISCUSSION QUESTIONS:

1. Conversations about diversity often involve courage and grace. Before beginning your discussion, commit to one another that your conversation will be a safe one, filled with grace and truth.
2. Think about gender within the context of your current team.
 - Name one thing your team does well in promoting gender diversity
 - Name one thing that could improve gender diversity



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3. According to Krawcheck, diverse teams make better decisions. Use the chart below to assess your team. Are there enough different voices on your team?

Names of our team members	Optimist/Pessimist	Historian/Dreamer	Analytical/Intuitive	Man/Woman	Race	Age

4. Brainstorm the ways your team could allow different voices to impact your leadership decisions. Then, narrow your ideas down to the best one to implement.

5. What would it look like for your team to commit to engage in “courageous conversations” about diversity on an ongoing basis?