

Facilitator Answer Key for Knowledge Check Pre-/Post-Tests

Gender at Work Icebreaker

1. A. **Explanation:** Choice B is the definition of “sex,” not gender.
2. A.
3. C. **Explanation:** Gender norms shape social identities for people of all genders, including men and women.

Vote with your Feet: Workplace Edition

1. B. **Explanation:** This is false. The goal of gender equality is not for men and women to be exactly the same, but to ensure that women and men have the same chances to access and benefit from social, economic, and political resources.
2. C. **Explanation:** Both A and B are true.
3. D. **Explanation:** Choices A–C are all examples of considerations that workplaces can take to improve gender equality.

Where are Women Leaders in Global Health?

1. C.
2. B.
3. B. **Explanation:** B is not true. Traditional gender norms often portray men as leaders.

What is Bias?

1. B. **Explanation:** B is the best choice. Choice A is the definition of hegemonic masculinity/femininity; choice C is the definition of bias.
2. B. **Explanation:** This is false. Many of the differences in how men and women are told they should act and relate to each other are socially constructed through messages received from family, media, and society. These may include men thinking they should “be tough” and women thinking they should “be passive.”
3. B. **Explanation:** This is false. In addition to biases that we may be aware of, many of us also have unconscious bias, which means behaving in certain ways toward an individual or individual(s), without even realizing it, due to deeply entrenched patterns of thoughts or behaviors.

Gender Bias in the Workplace

1. D. **Explanation:** Answers A, B, C, and E are all examples of types of gender bias.
2. C. **Explanation:** Both A and B may harm women's advancement in the workplace.
3. A. **Explanation:** A is the best choice. Although B and C could also happen, they likely would not be the result of gender bias. Gender bias may mean women are less likely to present or to be promoted to positions of leadership.

Mentorship & Sponsorship

1. D. **Explanation:** Both A and B are benefits of mentorship.
2. A. **Explanation:** Although a mentor could be anyone in a position with experience desired by a mentee who can offer advice and support, a sponsor tends to be a senior-level staff member invested in a protégé. Overall, mentors *advise you* and sponsors *advocate for you*.
3. C. **Explanation:** Both A and B are barriers that women may face in finding mentors or sponsors.

How to be a Workplace Ally

1. C. **Explanation:** C is the best choice because it allows your colleague to express her opinion. A is not a good choice because it ends the discussion and prevents your colleague from sharing. B is not a good choice because you are assuming you know what your colleague's opinions are and are taking away their opportunity to share their own thoughts.
2. B. **Explanation:** Men tend to apply for positions if they meet 60% of the qualifications, whereas women may only apply if they meet 100% of the qualifications.
3. A. **Explanation:** A is not a strategy one should use, because it discourages women from applying for positions of leadership, perpetuating gender inequality. Choices B and C are strategies one could use to be a better workplace ally.

Effective Feedback

1. B. **Explanation:** This is false. Feedback can be positive as well as negative.
2. A.
3. D. **Explanation:** Choices A–C are all strategies that individuals or organizations can implement to improve feedback.

Communicating with Confidence

1. B. **Explanation:** Answer B is the only one of these words/phrases that is not an example of weak language.
2. B. **Explanation:** This is false. Often the biases influencing communication patterns are to the detriment of women.
3. C. **Explanation:** C is the best response. Although interrupting colleagues may allow you to have your voice heard, strategies A, B, and D are better strategies for communicating confidently in the workplace.

Negotiation Strategies for Women

1. A.
2. D. **Explanation:** Negotiation is applicable to A–C. Although negotiation is commonly thought of as a tool for conversations on salary/compensation, it can also be used during other conversations on topics like decision-making/level of responsibility and work hours/vacation.
3. B. **Explanation:** A and C are strategies that may be helpful during negotiations. B is not a good strategy. The use of *positive emotions* through tone, body language, and other mechanisms can lead to successful negotiation.

Building Effective, Diverse Networks

1. A. **Explanation:** B is not the best choice since it is better to have diverse networks. C is not the best choice because it is better to actively prioritize and invest in a few activities.
2. C.
3. A.

Power and Harassment

1. A.
2. A. **Explanation:** Choice A is not true. Sexual harassment can also occur between people at the same level.
3. A. **Explanation:** A is the best choice because people of all genders can experience sexual harassment.

Violence in Daily Life

1. C. **Explanation:** Answer C is the best choice because violence/the threat of violence can both reinforce gender disparities in leadership and cause risks to women's sexual and reproductive health (e.g., women's inability to negotiate condom use due to violence).
2. B. **Explanation:** This is false. It is important for everyone to work together to create a world free of violence, and men and women need to work together as allies. The risk of saying that it is up to men to protect women is that we reinforce the stereotype of men as strong and powerful and women as men's property that must be protected from other men.
3. A. **Explanation:** This is true. Those experiencing violence may be men's mothers, sisters, or other women that men care deeply about. Violence against women also harms society as a whole, and men as well as women feel the impact of this.

How to Stop Sexual Harassment

1. A. **Explanation:** This is true. While sexual harassment can occur in a variety of environments, it occurs most often in workplaces that are male-dominated, hierarchical, and tolerant of inappropriate behavior.
2. D. **Explanation:** Choices B and C are reasons why women may not report sexual harassment. A is false because women do not typically report sexual harassment.
3. B. **Explanation:** B is the best choice. Pro-social bystanders are one type of bystander (i.e., bystanders who intervene in ways that positively impact the outcome).

Talking About Sexual Harassment

1. B. **Explanation:** Choice B, avoiding all eye contact with the speaker, is NOT a suggested strategy. Instead, maintain consistent eye contact. Try looking directly at the person for periods of 3 to 6 seconds, then look away briefly before reconnecting.
2. D. **Explanation:** D is the best choice because both B and C are good strategies. A is not the best choice, because if someone is sharing a difficult experience, one should not offer advice, particularly if not asked for.
3. B. **Explanation:** If someone is sharing an experience with you, you are not in a position to tell them to move on. People are allowed to have emotions/feel however they do for as long as they want or need to.

Self-Care After Sexual Harassment

1. D. **Explanation:** All of the above are true. However, sexual harassment is most frequently directed at women and minorities.
2. B. **Explanation:** This is the definition of betrayal trauma.
3. B. **Explanation:** This is false. Although betrayal can occur at the individual level (i.e., betrayal trauma, when someone you trust and/or someone who has power over you mistreats you), it can also occur at an institutional level, if the institution you trust or depend upon mistreats you. It can be very overt or less obvious. It is institutional betrayal when a company fails to protect you at a time when you might reasonably expect it to.