

WOMEN
*LE*WORK

ORGANIZACIONES DIVERSAS E
INCLUSIVAS

70%

MAS CAPACES DE CAPTURAR
NUEVOS MERCADOS

E
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T
Y

REDUCIR BRECHA LABORAL =
20% PIB PER CAPITA A LARGO PLAZO

BANCO MUNDIAL

WOMEN *E*WORK

COMPROMISO CON LA EQUIDAD EN LA ALTA DIRECCIÓN +SATISFACCIÓN +RESPETO



84% (SIENTEN + COMPROMISO) vrs **44%**

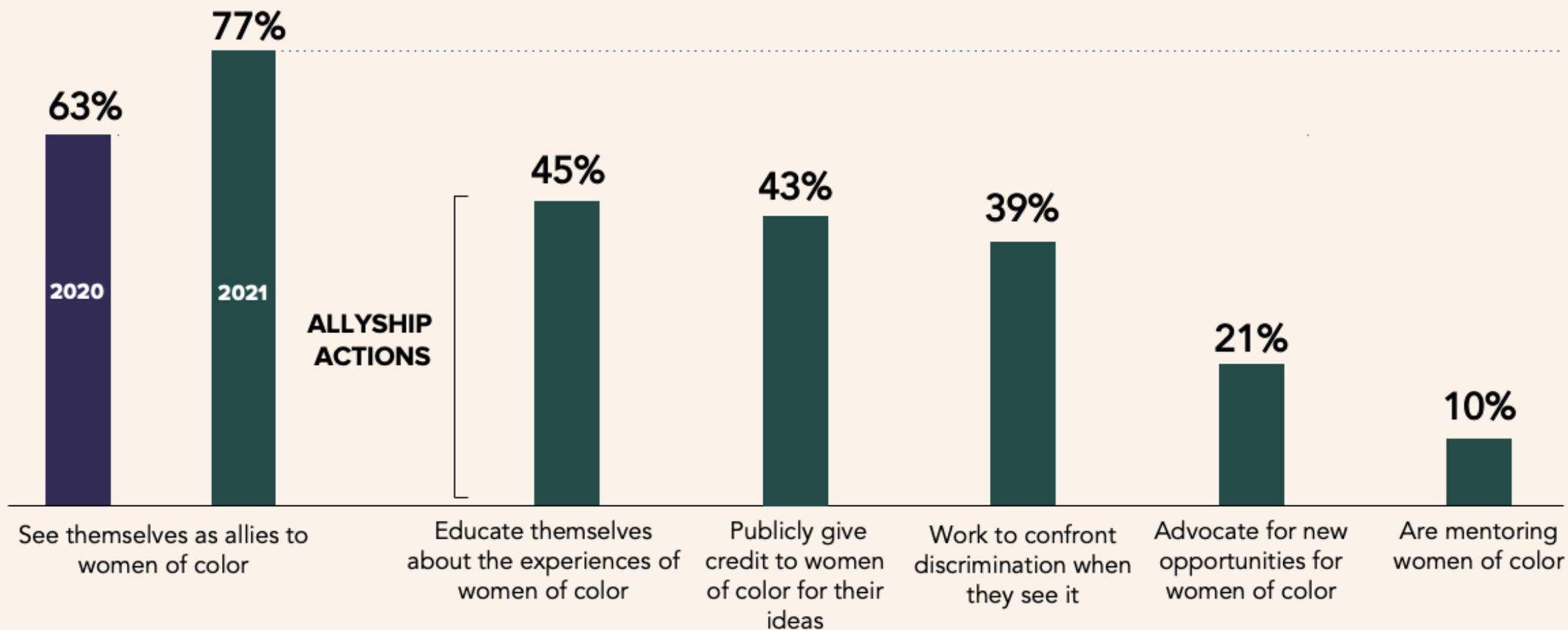
DIVERSIDAD EN LA ALTA DIRECCIÓN



85% (SENTIRSE COMO EN CASA) VRS **53%**

There's a gap between intent and action

White employees . . .



A high-angle, top-down photograph of a diverse group of people sitting around a large wooden conference table. They are engaged in a meeting, with several individuals shaking hands across the table. The table is cluttered with various items: multiple laptops, tablets, smartphones, notebooks, pens, and small potted plants. The lighting is warm and focused on the center of the table. The overall atmosphere is professional and collaborative.

EQUIPOS DIVERSOS E
INCLUSIVOS TOMAN 87%
MEJORES DECISIONES

BCC CONSULTING GROUP

WOMEN
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EQUIPOS DIVERSOS
DISEÑANDO SOLUCIONES PARA
“TODAS LAS PERSONAS”



83%

PREFIEREN EL MODELO HIBRIDO
A NIVEL GLOBAL

ACCENTURE

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NUEVO LIDERAZGO INNOVADOR,
INCLUSIVO, ÉTICO, CON EQUIDAD, GLOBAL

WOMEN'S
LEADERSHIP



LAS MUJERES TIENEN LA MISMA
AMBICIÓN DE LLEGAR A
POSICIONES DIRECTIVAS

G.M MCKINSEY

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POLÍTICAS DE APOYO A CUIDADORES

A woman's face is the central focus, overlaid with a semi-transparent grid and various digital elements. On the right side of her face, there is a snippet of code in a light green font, including 'elif op', 'mirror', and 'mirror'. The background is a dark blue and black space filled with blurred binary code (0s and 1s) and other digital patterns in shades of green, blue, and purple. The overall aesthetic is futuristic and tech-oriented.

DATA ANALYTICS PARA MEDICIÓN DE PRÁCTICAS DE EQUIDAD

TERNAS FINALES CON MUJERES

30% EN LOS DIRECTORIOS

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A photograph of four diverse women of various ethnicities and ages, smiling and embracing each other in a supportive manner. The image is overlaid with a semi-transparent dark grey filter. The text 'ESPACIOS SEGUROS LIBRES DE DISCRIMINACIÓN' is centered in white, uppercase letters.

ESPACIOS SEGUROS LIBRES DE DISCRIMINACIÓN



PROMOCION INTERNA CON IGUALDAD
DE OPORTUNIDADES

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LA PARTICIPACIÓN EN EQUIPOS CON MUJERES LÍDERES

A man and a woman in business attire are sitting at a desk in an office, high-fiving each other. The man is on the left, wearing a light blue shirt and a striped tie, and the woman is on the right, wearing a dark blazer over a white shirt. They are both smiling and looking at each other. The desk has a laptop, papers, and a glass of water. The background shows a brick wall, a window with blinds, and a potted plant.

COMPROMISO EN LA ALTA DIRECCIÓN

Cuando el nombre de una mujer fue reemplazado por el nombre de un hombre en un currículum vitae, ¿cuánto más probable fue que los evaluadores dijeran que contratarían al postulante?

RESPUESTA

Más del 60% más probable.³²³

Durante una contratación, los gerentes creyeron que una mujer tenía hijos porque aparecía "Coordinadora de la Asociación de padres y docentes" en su currículum vitae, ¿cuánto menos probabilidad hubo de que la contraten?

RESPUESTA

Un 79% menos propensa a ser contratada. (Y si llegaran a contratarla, se le ofrecería, en promedio, un salario \$11,000 más bajo.)³²⁴



EL SESGO YA SE
DELIBERADO O
INCONSCIENTE,
ESTÁ RETENIENDO A
LAS MUJERES EN EL
TRABAJO

LEAN IN

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SESGOS COMUNES QUE LAS MUJERES EXPERIMENTAN EN EL TRABAJO



Sesgo en torno a la agradabilidad



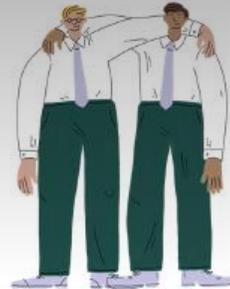
Sesgo en torno al desempeño



Sesgo en torno a la maternidad



Sesgo en torno a las atribuciones



Sesgo en torno a la afinidad



Doble discriminación y discriminación interseccional

A woman with blonde hair, wearing a blue blazer over a white shirt, is looking thoughtfully to the right. She is in a meeting with other people, whose faces are partially visible in the background. The scene is dimly lit, with a focus on the woman in the foreground.

EL PELDAÑO ROTO QUE RETIENE A LAS
MUJERES

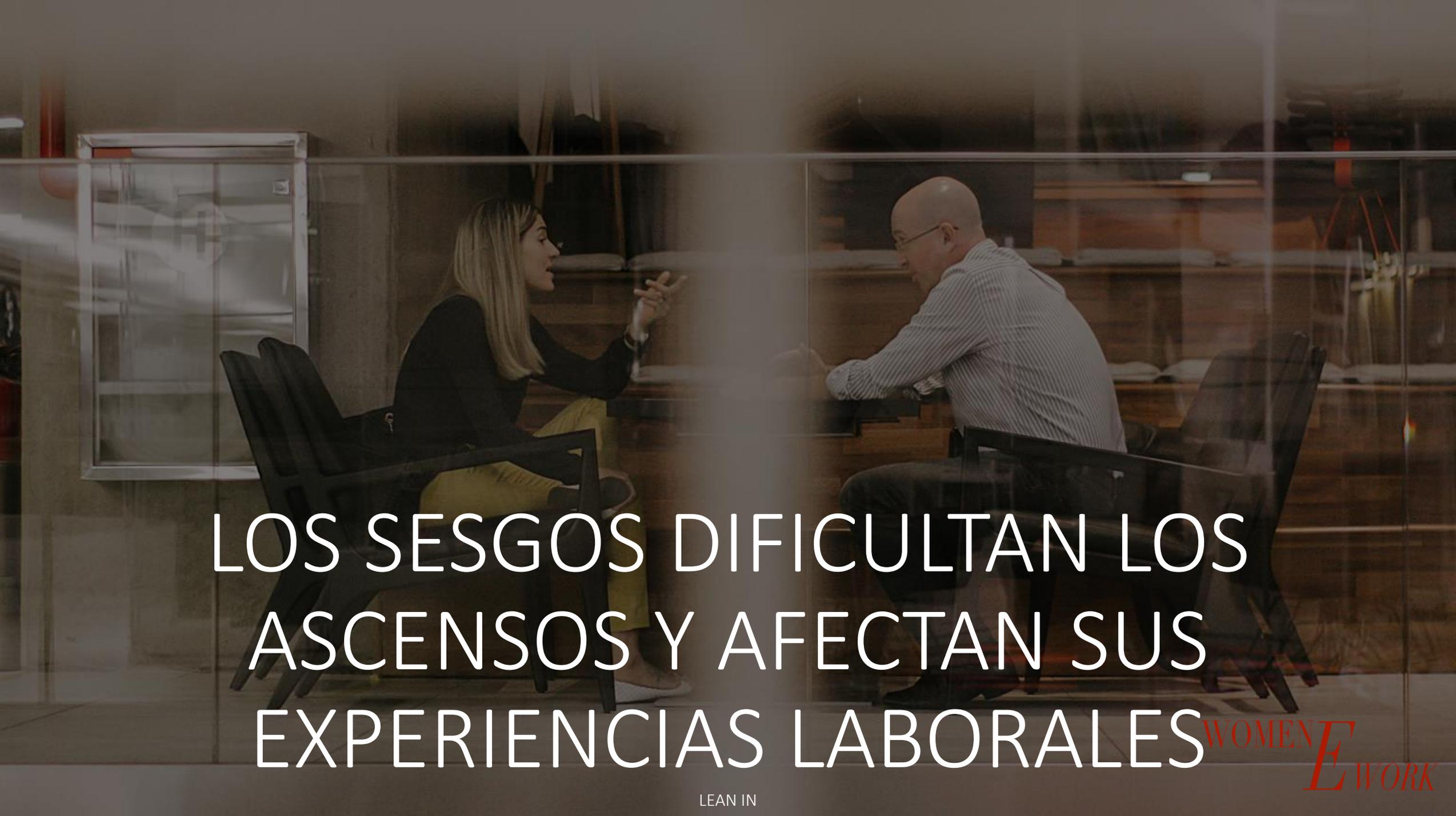
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EL SESGO HACE QUE LES SEA MAS
DIFÍCIL SER CONTRATADAS Y AVANZAR

SESGOS Y FEEDBACK MAS ACCIONABLE



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LOS SEGOS DIFICULTAN LOS
ASCENSOS Y AFECTAN SUS
EXPERIENCIAS LABORALES

LEAN IN

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A photograph of four men standing in a row in an office environment. From left to right: a man of Asian descent in a dark blue suit, a man in a light blue shirt and tie, a man in a dark blue suit, and a man in a light blue shirt and tie. They are all looking towards the camera. The background shows large windows and office equipment.

RECLUTAMIENTO Y ASCENSOS POR AFINIDAD

A photograph of two women sitting at a white table in an office. The woman on the left has long brown hair and is wearing a light pink blouse, smiling and gesturing with her hands. The woman on the right has curly dark hair and is wearing a blue top, seen from the back. Large windows in the background show a cityscape. The text 'ENTREVISTAS Y RECLUTAMIENTO A CIEGAS' is overlaid in white, bold, sans-serif font across the middle of the image.

ENTREVISTAS Y RECLUTAMIENTO A CIEGAS



REVISIONES DE POLÍTICAS DE IGUALDAD SALARIAL



A professional office scene featuring two men in dark suits and light blue shirts. The man on the left has a beard and glasses, and is pointing at a document held by the man on the right. They are both looking down at the document. In the background, two other people are seated at a desk, working. The overall atmosphere is professional and collaborative.

MENTORÍA INFORMAL

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SPONSORSHIP PARA
“TODAS LAS PERSONAS”



LICENCIA PARENTAL
PARA TODAS LAS PERSONAS

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A woman with blonde hair, wearing a light blue button-down shirt and dark jeans, is walking through a modern office hallway. She is smiling and looking to her right while holding a tablet computer. The hallway has large glass windows on the right and potted plants on the left. The lighting is warm and indoor.

EVALUACIONES DE DESEMPEÑO PARA MODELOS DE TRABAJO HÍBRIDO

WOMEN
*E*WORK



POLÍTICAS PARA ASCENSOS Y PROMOCIONES CON EQUIDAD

The image shows two women in a professional office environment. The woman on the left, with long brown hair, is wearing a dark blue blazer over a brown top and is pointing at a laptop screen with a pen. The woman on the right, with long dark hair, is wearing a pink long-sleeved top and is looking at the laptop. The background features office desks, computer monitors, and a blue wall with a television. The overall lighting is soft and professional.

PROGRAMAS DE MENTORÍA EXTERNA

A photograph of two women sitting at a wooden table in a meeting room. The woman on the left is wearing a teal top and glasses, smiling and looking towards the other woman. The woman on the right is wearing a dark blazer and is looking back at her. A laptop is open on the table in front of them. The background is a brick wall.

CONTAR CON UN REFERENTE
DONDE MIRARSE



PROMOCIÓN DE CARRERAS STEM
CREACIÓN DE MODELOS A SEGUIR

RECURSOS HUMANOS ESTRATÉGICO





PARTICIPACIÓN EN DECISIONES EN
ÁREAS ESTRATÉGICAS



TRANSPARENCIA
SALARIAL AL
CONTRATAR



TRABAJO HÍBRIDO:
POTENCIAR LA
AUTONOMIA Y LA
RESPONSABILIDAD

DESAFIAR LAS MICROAGRESIONES EN EL LUGAR DE TRABAJO



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BALANCE
VIDA PERSONAL & VIDA LABORAL

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A black and white photograph of two women sitting in modern chairs at a small table in a high-rise office. They are both looking down at laptops on the table. The background shows a large window with a view of a city skyline. The text 'CREAR POLÍTICAS CONTRA EL ACOSO' is overlaid in white, bold, sans-serif font across the middle of the image.

CREAR POLÍTICAS CONTRA EL ACOSO

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OPORTUNIDADES DE NETWORKING

A woman with long dark hair, wearing a white t-shirt, is pointing at a whiteboard. The whiteboard contains several hand-drawn charts and graphs. One chart is a bar graph with a line graph overlaid, showing an upward trend. Another chart is a pie chart with three segments. There are also some numbers and text written on the board, such as '31', '20', and '15'. The background is a bright, modern office space with large windows and a potted plant.

OPORTUNIDAD DE EXPOSICIÓN Y VISIBILIDAD

A woman with long dark hair, wearing a white t-shirt and glasses, stands in the center of a meeting room, pointing towards a wall covered in colorful sticky notes. She is addressing a group of people seated around a white conference table. Several laptops are open on the table, and the room is brightly lit. The overall atmosphere is professional and collaborative.

ASIGNACIÓN DE PROYECTOS EN ROLES DE LIDERAZGO

A photograph of two women in a professional setting, likely a meeting or workshop. One woman, with long dark hair, is in the foreground, seen from the side, pointing with a red marker towards a whiteboard. The other woman, with long light hair, is in the background, smiling and holding a blue marker. The whiteboard has some faint diagrams or text on it. The scene is brightly lit, suggesting an office or conference room.

MENTOREO ENTRE PARES

WOMEN
NETWORK



PROCESOS DE EVALUACIÓN Y PROMOCIÓN

DESARROLLO DE EMPATÍA EN LA RELACIONES DE TRABAJO





CAPACITACIÓN ESPECIALIZADA EN HABILIDADES CRÍTICAS



RECONOCIMIENTO POR RESULTADOS
EN EL TRABAJO REMOTO

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OPORTUNIDADES DE PARTICIPACIÓN EN REUNIONES

33%

A woman in a blue patterned shirt is standing and presenting to a group of four women seated around a white conference table. She is pointing at a whiteboard with a diagram. The diagram is titled "Starter Journey" and includes sections for "Today", "Avatar", "Product", "Repeat Cycle", "Feature Discovery", and "Connects to family friends". The seated women are listening attentively, with one taking notes. The room has a large screen on the wall and a glass partition in the background.

CREACIÓN DE ERG
(EMPLOYEE RESOURCES GROUP)

GRUPOS DE EMPLEADOS CON CAUSA SOCIAL

COACHING INDIVIDUAL



A photograph of two women in a professional setting. One woman is seated at a table, looking at a laptop screen. The other woman is standing next to her, leaning over and pointing at the screen. They appear to be in a meeting or a collaborative work environment. The background shows a modern office space with a white chair, a wooden bench, and some greenery.

PROGRAMAS DE
MENTORING CON
EJECUTIVAS



FORMACIÓN PERSONALIZADA VIRTUAL

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OPORTUNIDADES DE PROMOCIÓN Y VISIBILIDAD



A woman in a white top and dark pants stands by a whiteboard, pointing at it. A man in a blue suit sits at a round table, looking at her. The room has a large window with a view of a city. The text "MENTORING CRUZADO" is overlaid in white.

MENTORING CRUZADO

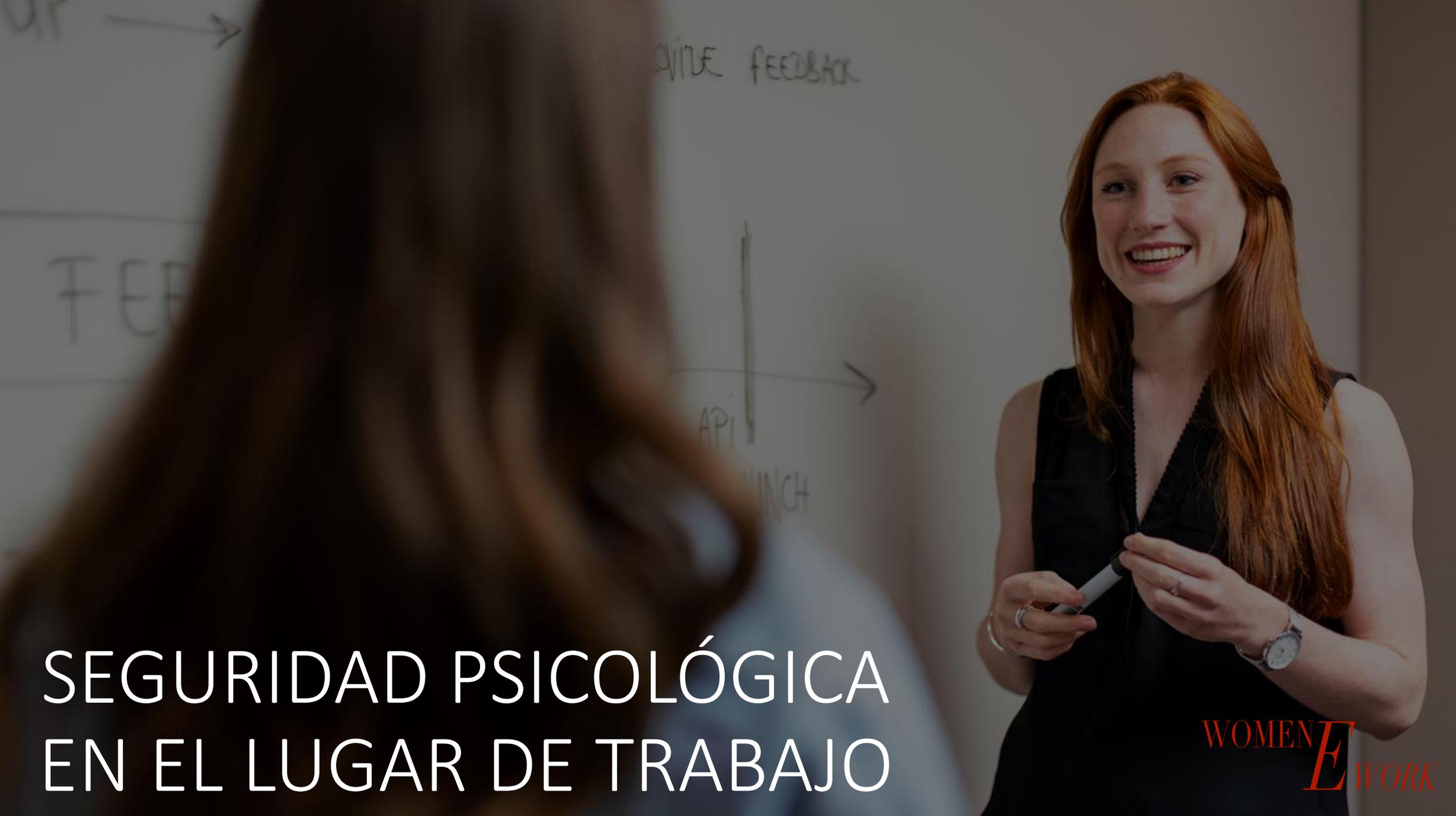
A photograph of a group of women in a meeting. One woman in the center is standing and smiling, wearing a grey sweater. Other women are seated around a table, also smiling and engaged in conversation. The background features a corkboard with several sticky notes. The overall atmosphere is professional and collaborative.

CAMBIO EN LOS PERFILES: LAS MUJERES
APLICAN SOLO CUANDO LLENAN EL 100%

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EQUIPAR A LÍDERES CON ESTRATEGIAS
PARA APOYAR LA EQUIDAD

BOSTON CONSULTING GROUP



SEGURIDAD PSICOLÓGICA EN EL LUGAR DE TRABAJO

A woman in a dark blue suit is standing at the head of a long wooden conference table, pointing at a whiteboard. She is addressing a group of approximately 15 people seated around the table. The room has large windows on the right side, and the ceiling features recessed lighting. The overall atmosphere is professional and collaborative.

PROGRAMAS DE DESARROLLO DE CARRERA
ESPECIALMENTE DISEÑADO PARA EL MUJERES



OPORTUNIDADES DE LÍDERAZGO PARA TODAS
LAS PERSONAS



RECONOCIMIENTO A
LÍDERES QUE APOYAN LA
EQUIDAD

LOS ALIADOS SON UNA FUERZA PODEROSA PARA EL CAMBIO



INVITACIÓN A SER AGENTES DE CAMBIO Y DEJAR UN LEGADO PERSONAL

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