

Gender Equality and Workplace Dynamics: Short Answer

Instructions: Based on the dialogue between Clara and Oscar regarding workplace equality and social justice, answer the following questions.

- 1. What metaphor does Clara use to describe the invisible barrier that prevents women from reaching senior leadership roles?**
- 2. According to Oscar, what factors other than discrimination might influence the gender gap in career paths?**
- 3. What does Clara say is often reinforced by outdated gender roles, leading to a significant wage gap?**
- 4. Oscar mentions a system built on a specific foundation of male-dominated power. What is this term?**
- 5. What is the specific concern some people have regarding the implementation of aggressive legislation or quotas?**
- 6. Besides policy changes, what kind of programs does Clara suggest are needed to empower women?**
- 7. What term describes the support and collaboration needed from men in senior positions to ensure fairness?**

8. Clara introduces a concept that considers how ethnicity and gender identity combine to shape a person's experience. What is it?

9. Oscar expresses skepticism about strict quotas but says he supports a more open approach to recruitment. What is it?

10. Where do Clara and Oscar plan to present their ideas for change next week?