



*The Dictionary*

*of Gender Bias*

*Terminology*

# Prove it Again!

Women must provide more evidence of competence than men in order to be perceived as equally competent.

They are often looked at because of their **achievement** and not **potential** and objective requirements are applied rigorously to women but leniently to men.





## The Tightrope

The tightrope refers to the need for women to master a balancing act between being seen as too masculine to be likeable and too feminine to be competent and ultimately respected.

# The Maternal Wall

Motherhood triggers the strongest form of gender bias.

It occurs when colleagues view mothers—or pregnant women—as less competent and less committed to their jobs.

For example, when mothers are working away from the office, it's often assumed they're home with their kids.





## Tug of War

Are women their worst enemies?

This is the result of gender discrimination not proof of that. It also suggests that women themselves are undermining feminism's goal of advancement for women by failing to support and advocate for one another.

# Imposter Syndrome

—  
A psychological pattern in which an individual doubts their accomplishments and has a persistent internalized fear of being exposed as a "fraud".





## Double Jeopardy

Women of colour face “double jeopardy” because they encounter race as well as gender bias.



## Mansplaining

Is a pejorative term meaning "(of a man) to comment on or explain something to a woman in a condescending, overconfident, and often inaccurate or oversimplified manner".





## Double Binds: Sanctions for Self Promotion

Are women perceived negatively when they share successes with colleagues or others?

A woman who trumpets her own achievements is violating the expectation that she is community oriented rather than focused on individual reward.



## Double binds: Hostile Prescriptive Bias

Do women experience bias when they behave in ways traditionally associated with men? e.g. assertive, direct hard-driving and competitive.



## Gender Wage Gap

The average difference between the remuneration for men and women who are working. Women are generally paid less than men.



## Glass ceiling

Invisible but real barrier through which the next level of advancement can be seen, but cannot be reached by a section of qualified and deserving employees. Such barriers exist due to implicit bias usually on the basis of gender.