





The Tightrope

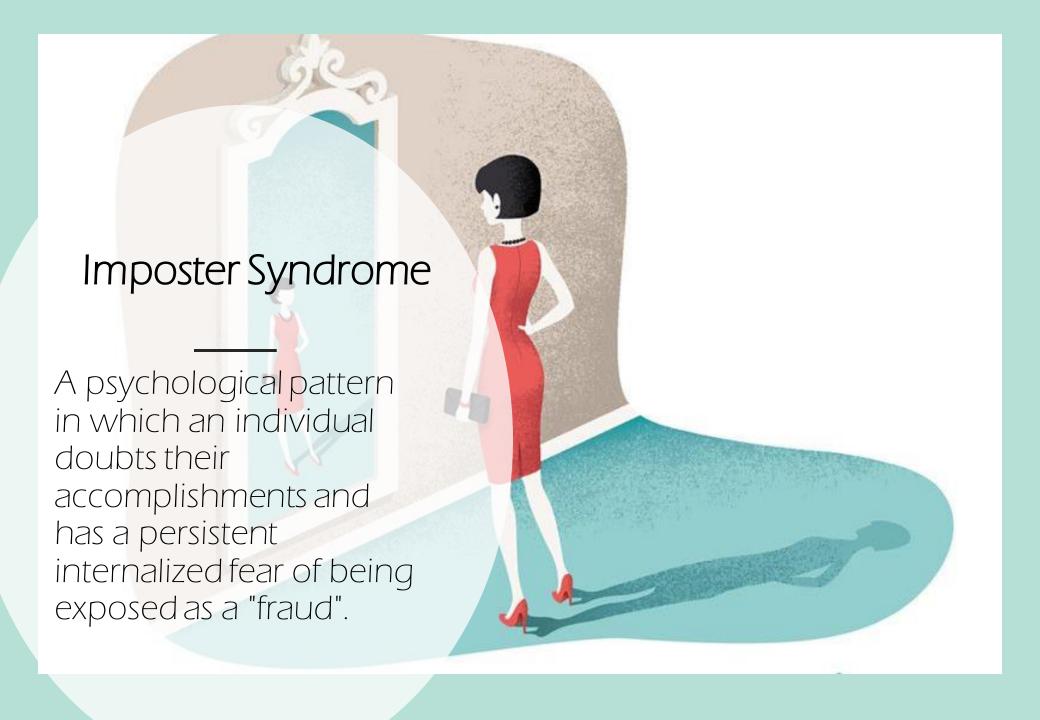
The tightrope refers to the need for women to master a balancing act between being seen as too masculine to be likeable and too feminine to be competent and ultimately respected.





Tug of War

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.





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: sh Sanctions for Self A Promotion ac

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.