

PODCAST TRANSCRIPT



EPISODE 124

Navigating Gender Biases in Team Meetings: A Guide for Black and Brown Women

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HAPPY EXECUTIVE WOMAN

Episode 124

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### **Navigating Gender Biases in Team Meetings: A Guide for Black and Brown Women**

**This week's podcast looks candidly at the hurdles Black and Brown women face during team meetings, where gender biases can often leave them feeling sidelined.**

It's packed with down to earth advice on how to stand tall and make sure their voices are heard, covering everything from *the power of being prepared to the importance of speaking up confidently*. Plus, it offers tips on building support networks, getting constructive feedback and showcasing their achievements.

For managers, **there's solid guidance on how to level the playing field and ensure everyone's ideas get the spotlight they deserve**. It is a *must listen* to for any woman of color navigating the corporate world and for leaders eager to create a more inclusive and vibrant team dynamic.

*See you inside...*

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**Team meetings are pivotal for decision-making and strategy development.**

However, they can also be battlegrounds of unspoken gender biases and microaggressions, particularly challenging for Black and Brown women. These challenges may undermine their contributions and dampen their voices.

**This episode explores these biases and offers actionable strategies for empowerment, aiming to arm Black and Brown women with tools to assert their rightful place in these meetings.**

#### **The Challenge at Hand**

Gender biases in meetings often manifest as interruptions, overlooked contributions, or attributions of ideas to others. For women of color, *these biases intertwine with racial stereotypes*, intensifying their impact. Despite equal qualifications, **their insights and expertise are frequently undervalued**. Acknowledging these biases is the crucial first step toward dismantling them.

*Here Are a Few Empowerment Strategies To Consider:*

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1. **Prepare Meticulously:** Come into meetings with thorough preparation. Back your points with data and research to bolster your confidence and make it more challenging for others to ignore your contributions.
2. **Practice Assertive Communication:** Employ assertive communication techniques, using clear and confident language. Don't hesitate to express your ideas. If interrupted, politely insist on finishing your point. Far too often, you've been told that you are "aggressive," and that has caused you to shut down. There is a difference between being *aggressive* and being *assertive*. The key is knowing how the difference manifests in the corporate environment.
3. **Forge Alliances:** Develop relationships with allies who value your contributions. Allies can help ensure your voice is heard and your ideas recognized.
4. **Solicit Feedback:** After meetings, ask for feedback from *trusted* colleagues or mentors to gain insight into how your contributions are perceived and where there might be room for improvement.
5. **Keep a Record of Your Contributions:** Document your inputs and achievements. This record is essential for performance evaluations or when seeking advancement. In other words, **"collect your receipts!"**
6. **Enhance Your Brand:** Focus on building a solid personal brand within your organization, showcasing your expertise and professionalism to earn respect and counteract biases.

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#### *Guidance for Managers:*

Managers play a critical role in shaping meeting cultures. *Here are steps you can take to create a more inclusive environment:*

1. **Promote Equal Participation:** Actively ensure everyone has the opportunity to speak, possibly by inviting quieter members to share their thoughts. If you are interested in how to get *"introverts to speak up in meetings,"* reach out to me separately. I'm not sure if all managers understand this, but Extroverts and Introverts react differently in meetings. *The loudest one in the room isn't always the one with the best ideas.*
2. **Establish a No-Interruption Rule:** Enforce rules that prevent interruptions, guaranteeing all voices are equally heard.
3. **Credit Ideas Properly:** Make it a practice to acknowledge and credit ideas to their originators, reinforcing the importance of every contribution. *Be careful always to write down the source when taking notes.* The fastest way to ruin the relationship with your team member is to try to pass off their idea as your own. I call this *"trying to sell me my own idea."*
4. **Invest in Training:** Provide bias awareness and inclusion training vetted by outspoken Black and Brown team members to help identify and mitigate unconscious biases within your team. Trust me, if you are just hiring different

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companies or a company because of its diverse makeup, if you do not allow these companies to be vetted by the outspoken Black and Brown team members, ***then you are just checking a box***. Most trainings are geared towards talking *at* Black and Brown team members versus talking *to* Black and Brown team members. *It's important that you understand the difference.*

5. **Encourage Open Feedback:** Create a culture where constructive feedback is valued, helping identify and address biases as they occur.

Concluding Thoughts for Managers:

Creating an inclusive meeting environment where Black and Brown women feel empowered to contribute fully requires conscious effort from everyone, especially managers. By implementing the strategies outlined, managers can help dismantle gender biases, ensuring a workplace where diversity is recognized, celebrated, and leveraged for tremendous collective success. **Let's commit to these practices, making our teams more robust, inclusive, and effective.**

For Black and Brown women striving to navigate the workplace confidently, know I'm here to guide you through every step, ensuring your voice is heard and celebrated. And to executives, I offer the insights and tools needed to recognize and grow beyond your unconscious biases, paving the way for a truly inclusive and empowering corporate culture.

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Reach out to me today to learn more. You can go to my calendar at  
[www.calendly.com/coachanitacharlot](http://www.calendly.com/coachanitacharlot)

Thank you so much, and *see you in the next episode...*

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Anita Charlot, an esteemed ForbesBLK personality and Global Woman Award Nominee is a visionary retention strategist in corporate America. With a rich background as a military veteran and the founder of Relationship Architect Academy LLC, Anita is renowned for her R.E.A.L. Talk Conversation series, honored by the Federal Reserve Bank of Chicago.

She transforms corporate cultures, fosters individual and collective growth, and crafting compassionate leaders.

Anita's innovative approach is encapsulated in her mantra, "*They lied to you; business IS personal.*"

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### **Navigating Gender Biases in Team Meetings: A Guide for Black and Brown Women**

Committed to reviving the familial bond within workplaces, she aims to make companies a legacy for families, where employees passionately engage in their growth and development.

**Anita is dedicated to bringing love back to the workplace, ensuring companies are not just a career choice but a cherished part of personal and family history.**