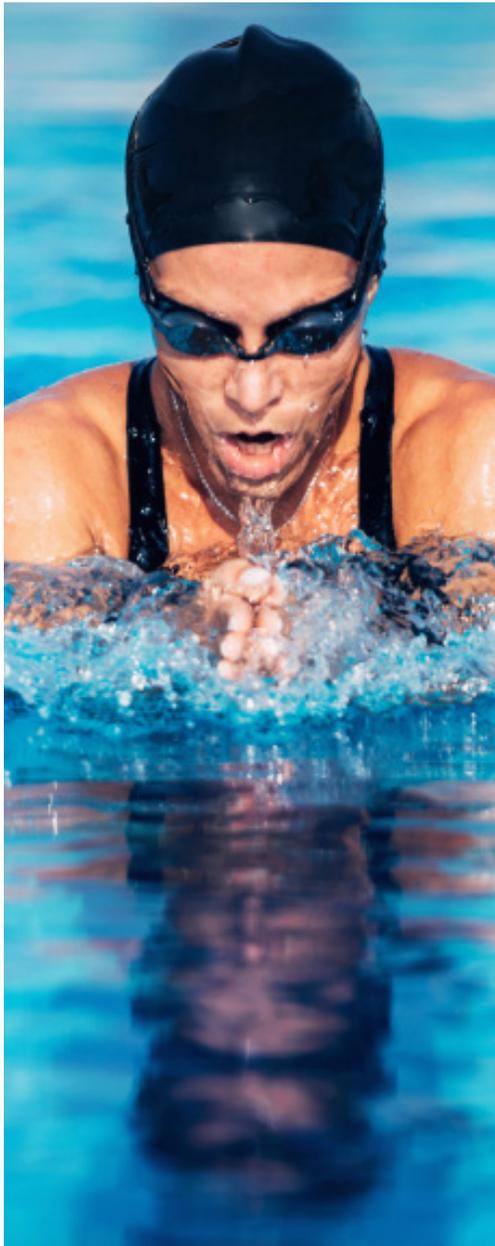




Question	Answer	Response
Business – What percentage of executive directorships across the FTSE 100 are held by women?	28.6% ¹	The recent Hampton Alexander Review revealed that since the Lord Davis report in 2011 first revealed that only 12.5% of the FTSE 100 boards consisted of women, we have made progress. However, while female board representation has improved, there are still only six female CEOs in the FTSE 100. There are still two companies with an all-male board.
Business – 48% of white females say workplace culture “often” or “always” presents career advancement challenges. What does this increase to for BAME women?	56% ²	Intersectionality is having two or more characteristics that are underrepresented – it also presents additional barriers, for example, the “double marginalisation” that professional women of colour face because of their gender and minority ethnic status. It is important that we understand privilege and how close our own identify is to the “norm”
Politics – What proportion of MPs are women?	34% (220 MPs out of 650). This has increased by 2% in the recent election. ³	This is the highest proportion in parliament to date. However, this is not split evenly across the political parties, with the Conservatives at 25%, but there are now more female Labour MPs than men. Of Boris Johnson's new cabinet, seven out of 24 are female.
Politics – Out of the 33 West Midlands Combined Authority members, how many are women?	Six ⁴ , based on 2018 figures	While the WMCA has come under a level of scrutiny for the diversity of its leadership, it has commissioned a very comprehensive piece of research into leadership diversity in the West Midlands.
Technology – Google's speech recognition software is 40% more likely to accurately recognise male speech than female speech – true or false?	False. The software is actually 70% more likely to accurately recognise male speech. ⁵	In her book “Invisible Women,” Caroline Criado Perez takes a more empirical look at gender equality, revealing how the world is built for and by men, and how it is ignoring half of the population, leading to potentially disastrous results as they ignore fundamental gender differences. This gender blindness has permeated every area of our lives from the design of phones, toilets, how we heat our offices and to the more serious example of crash test dummies using the reference man to test the safety of our cars.



Question	Answer	Response
Media Coverage/Sports – What percentage of sports media content is dedicated to women’s sport worldwide?	4% ⁶	There continues to be an imbalance in the quality and quantity of sports coverage of sports women compared to that of men. Two weeks of Olympic coverage are a rare time when sustained coverage of women sports stars hits the headlines. Outside the period of major sporting festivals, statistics claim that 40% of all sports participants are women, yet women’s sports receive only around 4% of all sports media coverage. This unfortunately only perpetuates some of the gender stereotypes often representing women athletes as women first and athletes second with a lot more discussion as to their appearance, family life or age, compared to their male counterparts, who are valued much more as athletes and portrayed as more dominant, independent and powerful.
Sports – Lionel Messi (the highest earning male footballer) currently earns a £17,472,000 salary. How much do you think his female counterpart Ada Hegerberg earns?	£343,000	We know that much of the money in sport is driven by television coverage, which really ties to the previous answer. Leeds Rhinos’ women’s rugby league team recently toured Papua New Guinea. It was interesting to hear the difference in approach as the men’s team flew business class a week ahead of their first game to allow them to acclimatise and the women’s team flew economy the day before.
Health – Women are less likely than men to get CPR from a bystander – true or false?	True	A study funded by the Heart Association and the National Institutes of Health found that only 39% of women suffering cardiac arrest in a public place were given CPR vs. 45% of men, and men were 23% more likely to survive. Researchers think reluctance to touch a woman’s chest is one reason. Worryingly, the same is true for male paramedics who are fearful of needing to remove a women’s bra to administer the charge pads. ⁷
Health – Women who suffer a heart attack are 50% more likely than men to be given a wrong initial diagnosis – true or false?	True	The British Heart Foundation, Bias and Biology campaign revealed that in a five-year period, 8,000 women needlessly died due to misdiagnosis of a heart attack. Research is currently underway to examine exactly why this is happening, but an intervention such as administering CPR is one factor, as well as women often show different symptoms which means it can be put down to indigestion or exhaustion and not seeking medical help early enough. Films and TV have reinforced that heart attacks only happen to men and that you will be gripping your left arm and collapsing. While pain in the arm is still the most common symptom, women can experience more subtle symptoms such as breathlessness and nausea.



Question	Answer	Response
<p>The Gender Gap – At the current rate of progress, how many years will it take to close the global gender gap?</p>	<p>99.5 years⁸</p>	<p>The World Economic Forum is now in its 14th year, which benchmarks 153 countries on their progress to gender parity. There is a worrying trend that globally we are moving backwards, and we in the UK cannot get too smug, as we have also seen a downward trend. The levers that impact the gender gap lie in economic participation, education, health and political empowerment. While on some levels, great strides have been made, in the emerging and developing nations, women’s participation in the labour market has stalled, with financial disparities worsening. The main reason for this is that women are still being limited to roles that are slowly becoming automated; they are not able to enter professions where they can achieve substantial wage growth and there are insufficient care infrastructures in place, meaning the family caring responsibilities always fall to them.</p> <p>There are still 72 countries where women are barred from opening bank accounts or obtaining credit.</p>

- 1 Hampton-Alexander Review 2019
- 2 HR Magazine 2019
- 3 The Guardian
- 4 “Where are the Women?” report, Fawcett Society

- 5 “Google’s speech recognition has a gender bias”, Rachel Tatman
- 6 UNESCO (8 February 2018)
- 7 The Guardian
- 8 World Economic Forum Global Gender Gap Report 2020