

# Walking in Her Shoes: Building Empathy for Women at Work

Creating a supportive and inclusive workplace starts with understanding the unique challenges women face at work and practising empathy in everyday interactions. This session explores how small, intentional actions can foster inclusion.

Participants will learn how to recognise gender-related challenges, practice empathy using concrete skills, and take practical steps to support and empower women, building a workplace where everyone feels respected, valued, and included.

## Learning Objectives

- Identify common challenges women face in the workplace and the biases that influence perceptions.
- Explain why empathy matters and its impact on inclusion, collaboration, and workplace culture.
- Apply the EAR framework to practice empathy in realistic workplace scenarios.

## Content Outline

### Understanding the Challenges Women Face

- Where barriers and biases appear in the workplace
- Glass Ceiling: Invisible systemic barriers to leadership
- The Double Bind: Criticism for being too soft or too assertive
- Competence–Likeability Tradeoff: How the same behaviours are judged differently for men and women

### Why Empathy Matters

- Common misconceptions about empathy
- Defining empathy and why it matters
- The Ripple Effect of Empathy

### Creating a Supportive Workplace

- EAR Framework: Engage, Acknowledge, Respond
- Short scenario for perspective-taking