**Ep2: Biases from**

**daycare to workplaces**

**Kadie Ward (KW):** Julie, we know that women face multiple barriers and challenges when they are trying to break stereotypes or bust past gender norms. What has Catalyst learned about that, or from your experience have you seen about what happens to women when they do that?

**Julie Cafley (JC):** Absolutely. You know, women leaders are rarely perceived as both confident and likeable. You know, it’s very hard. If they do break norms they are actually seen as norm violators. So, when they go to negotiate salaries, as an example, that’s not seen as a typical behaviour for women. And so, when women violate norms they are actually seen as not being trusted or not being liked, which is a really big problem, of course.

**KW:** And what about, I know Catalyst has done some major work in interrupting sexism. Tell us about what that means to you and your organization.

**JC:** Absolutely. You know, interrupting sexism is something that we can all do. And frankly, you know, men in particular can do it as roles of privilege and as many leaders in the organizations, it’s very powerful when men interrupt sexism, within the workplace in particular. And this is particularly important when you are in combative cultures. When there is this culture of showing no weakness and having strength and stamina. So, how do we kind of undo a lot of those behaviours and call it out so that people don’t feel the need to come into that combative culture?

**KW:** Excellent, thank you so much!

**OUTRO**