

# Women in the Workplace: Bold Steps to Address Burnout & the Broken Rung

 Wednesday, December 1, 2021

 12:00 - 1:00 PM EST  
*Bonus Q&A Session from 1:00 - 1:30 PM EST!*

WITH SUPPORT FROM



**AZENTA**  
LIFE SCIENCES



**BENTLEY UNIVERSITY**  
Gloria Cordes Larson Center for  
Women and Business

**Millipore**  
**Sigma**

**onto** innovation

**reachIRE**

# Agenda

1

## Women in the Workplace 2021: The State of Women in Corporate America

Megan Greenfield, Ph.D., Partner, McKinsey & Company

2

## Executive Fireside Chat

Aron Ain, Chairman and CEO, UKG  
Rebecca Schechter, CEO, Behavioral Health at Optum

3

## Closing Remarks

Chris Anderson, President, Mass. High Tech Council

4

## Bonus Q&A Session

All Speakers



*Analysis:*

# Women in the Workplace 2021: The State of Women in Corporate America

*Key findings from McKinsey & Company and LeanIn.Org's Women in the Workplace 2021 Report*

**Megan Greenfield, Ph.D.**

*Partner, McKinsey & Company*





# Fireside Chat Featured Speakers



**Aron Ain**  
Chairman & CEO



**Rebecca Schechter**  
CEO, Behavioral Health



**Megan Greenfield, Ph.D.**  
Partner



# *Taking Action:* Where to Go From Here

*Discover key takeaways and resources*



# Key Takeaways



## Make Inclusion Efforts Part of Your Company's DNA

Create ERGs and mentorship and sponsorship opportunities. Provide anti-racism, bias, and allyship education. Harnessing the power of these Diversity, Equity and Inclusion practices will lead to sustainable change and improved employee experience as well as increased business performance and organizational success.



## Embrace Flexibility & Set Clear Boundaries

Flexibility is key for fostering positive, productive, and healthy workplaces. Provide flexible work arrangements, including remote and hybrid options, so employees can do their jobs when and where they are most productive, so they are able to perform at their highest levels consistently. However, be sure to set boundaries—without them, flexible work can quickly turn into “always on” work. Putting clear boundaries in place now can help both employers and employees navigate the evolving working landscape post-pandemic.



## Support Your Employees with Compassion & Trust

Acknowledge that work around well-being and DEO is an important part of today's workforce. Adjust policies to support employee mental health and combat burnout to become agents for a healthy, trustworthy culture. Be transparent and communicate often to ensure your people feel valued and seen, whether working remote or in-person. Lead by example: when senior leaders priorities this work, employees are happier, less burned out, and less likely to consider leaving their jobs. Above all, ask employees how they are doing, and what you can do to support them.



## Take Bold Actions

Start with a strategy and track internal diversity metrics by gender and race/ethnicity. Utilize the findings to inform data-driven approaches and implement mechanisms to hold leaders accountable for progress on their respective DEO efforts. Formally recognize and reward those going above and beyond to support employee well-being and advance DEO; and take this work into consideration during performance reviews.

# Resources



*Click here for the full Women in the Workplace 2021 report*

- 1 [The State of Women in Corporate America](#)
- 2 [Insights From LinkedIn.org](#)
- 3 [Wall Street Journal Collection: Women in the Workplace 2021](#)



# Thank You!

To watch the program recording, click [HERE](#).

To learn more about MHTC's Diversity, Equity and Opportunity Initiatives, visit <http://www.mhtc.org/diversity-equity-and-opportunity/>.

