

DEVELOPING GLOUT

while navigating
gender bias



Women must find ways to deal with and work around gender stereotypes and biases without giving up career aspirations.

By Andrea S. Kramer

IT'S NO SURPRISE THAT WOMEN LAWYERS CAN HAVE A MUCH HARDER TIME ADVANCING IN THEIR CAREERS THAN MEN with similar qualifications and work experiences. I believe that the major reason for this discrepancy is gender stereotypes and the often

unconscious biases that flow from them. We all rely on stereotypes to simplify our cognitive processes. These "shortcuts" allow us to quickly evaluate and relate to other people. As useful as stereotypes can be in some situations, they often get in the way of accurate evaluations when dealing with individual people and

operate as discriminatory scripts for how we relate to others.

Stereotypes hurt women lawyers in at least three key ways. First, common gender stereotypes are that women have "feminine"



Andrea S. Kramer is a partner in the international law firm of McDermott Will & Emery LLP, resident in its Chicago office. This article is based on discussions at the NAWL Mid-Year Meeting in March and her forthcoming book, Communication Techniques to Break Through Gender-Biased Workplaces.

Scripts for Success:
She can be reached at akramer@mwe.com.

This article is reprinted with permission from the National Association of Women Lawyers®. Further duplication without permission is prohibited. All rights reserved.

National Association of Women Lawyers® : the voice of women in the law®
WLJ : Women Lawyers Journal® : 2015 Vol. 100 No. 3