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Glass Walls

Shattering the Six Gender Bias Barriers Still Holding Women Back at Work

By Amy Diehl and Leanne M. Dzubinski

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About the Book

A new, important, and richly detailed guide to understanding gender bias with practical solutions for leaders, workplace allies, and individual women.

Gender bias is a powerful but hidden force that is still holding women back, keeping them from achieving their full potential and limiting organizations from achieving the creativity, problem solving, and growth that are possible with a diverse workforce.

In this revealing new book, Amy Diehl and Leanne Dzubinski shine a new light on gender bias in the workplace, uncovering the barriers that work like glass walls surrounding women. Through their original research, they have discovered six core factors and multiple subfactors of bias, giving names to some elements for the first time ever.

About the Author

Amy Diehl, PhD, is an award-winning information technology leader and gender equity researcher who has authored numerous scholarly journal articles and book chapters. Her writing has also appeared in Harvard Business Review, Fast Company, and Ms. Magazine. *Glass Walls* is her first book. She is also a sought-after speaker, consultant, and lawsuit expert witness. She resides in a small town in Pennsylvania. You can visit her online at amy-diehl.com.

Leanne M. Dzubinski, PhD, is acting dean and associate professor of intercultural education in the Cook School of Intercultural Studies at Biola University in California. She is the author of *Women in the Mission of the Church: Their Opportunities and Obstacles throughout Christian History and Playing by the Rules: How Women Lead in Evangelical Mission Organizations*. She has written many scholarly articles related to gender bias and her work has been published in Harvard Business Review and Fast Company. Prior to moving to California, she worked in western Europe for many years.

Praise for the Book

“For all the women who’ve felt alone, held back, left out or unappreciated at work, (yes, please,) for all the men who’ve cavalierly taken credit or failed to see the value of their female colleagues, and for all the leaders who’ve helped create the biased systems that so blindly diminish women and their contributions, this book is for you. Amy Diehl and Leanne Dzubinski have written a meticulously researched, compelling, infuriating yet ultimately hopeful roadmap that shines a spotlight on both the barriers to overcome and the practical strategies that will lead to a better, more equitable future of work – for everyone”
— **Brigid Schulte**, award-winning journalist, author of the *New York Times* bestselling *Overwhelmed: Work, Love & Play when No One has the Time* and director of *The Better Life Lab* at *New America*

“*Glass Walls* reveals hidden gender biases that have plagued the traditional workplace. Drs. Diehl and Dzubinski’s evidence-based approach to understanding how these biases operate ensure that leaders and organizations have a roadmap to finally shatter gender biases stifling women’s careers and organizational potential. A must read for allies and leaders looking to quickly create real sustainable change!”
— **David G. Smith, PhD**, Associate Professor, *Johns Hopkins Carey Business School*, and coauthor of *Good Guys* and *Athena Rising*

“*Glass Walls* couldn’t have come at a better time. Drs Diehl and Dzubinski provide a much-needed framework to understand the playing field for women in today’s working world - and the subtle mechanisms that continue to keep women out of positions of influence. More than just theory, however, it’s a practical guide for the women, allies, and inclusive leaders crying out for strategies to overcome and ultimately, dismantle these invisible barriers.”
— **Fiona Macaulay**, Founder-CEO, *WILD Network* and Adjunct Professor, *Georgetown University McDonough School of Business*

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