



DISCUSSION QUESTIONS:

1. What is your understanding of gender and the different types?
2. When did you first become aware of your gender?
3. How does gender affect how you move through the world?
4. How does your gender intersect with your race to shape your experiences? What other dimensions of your identity may affect how you experience the world and how others see and relate to you?
5. When might two people of different genders require a solution that's equal or the same to be fair and just? When might they require a solution that's different to be fair? Think bathrooms, work schedules, household chores, pay, traveling alone or with family, or just about any daily activity.
6. In the book, Minal describes the design thinking creation of the Embrace warmer (chapter 2), where designers from Stanford actually designed a medical device to prevent premature baby deaths with mothers in mind. If you identify as a woman or non-binary person, how might your world be different if it was designed with you in mind? If you identify as a man, how might the world be different if it was designed to center the needs of women? If you're unsure, how can you engage in the process of perspective-gathering that Minal describes in the book to learn more?
7. Read the HBR article on What's Really Holding Women Back? Does your workplace expect top performers to work more than 40 hours a week? Is overtime required to make a living wage? How might those rules and expectations be keeping women out of leadership?
8. How might cognitive labor show up at home and at work? Are women and girls expected to do certain chores, like cooking and cleaning? At work, are they expected to plan social events or take meeting notes? How does this lead to gender inequity?
9. Read the Escape the "Act Like a Man" Box article and view the video on male inequality. Even though author Richard Reeves says we

shouldn't talk about male inequality in terms of a zero-sum game, he starts the video doing just that. What would be another way to frame this conversation? How might the system of patriarchy and misogyny be harmful to all genders?

10. Name the TV shows and movies that do **not** have physical or psychological violence towards women. How many could you name?

11. How can you use your power in a liberatory manner (p. 45) to design a more gender equitable world?
12. Do you want to keep this group going? If so, what other books do you want to read?

GUIDELINES FOR A GOOD BOOK CLUB:

- What is the purpose of the book club you're forming? Is it to gather people with shared experience, have a light-hearted discussion, or make a plan of action? Being clear on your purpose will help make for a better gathering.
- [Co-create a community agreement](#) to allow for more honest sharing and reflection.
- Ask people to commit to reading the book.
- Given the passion people can feel for equity, we recommend starting by asking someone to be a timekeeper and everyone can share for 2-3 minutes. People can also pass, but try to let people speak once before an individual speaks for a second or third time. At the same time, don't force anyone to contribute.
- End the book club by asking folks to share what they learned on the [Amazon](#) or [GoodReads](#) page for *Equity*.

ADDITIONAL RESOURCES:

[Equality v Equity blog post](#) on International Women's Day site

[What's Really Holding Women Back?](#)

[The Unseen Inequity of Cognitive Labor](#)

Video: [Male Inequality](#)

[Teen Talk on Gender Identity](#)

[Escape the "Act Like a Man" Box](#)

[We Used Your Insights to Update Our Graphic on Equity](#) (Robert Wood Johnson Foundation)