



WOMEN'S LEADERSHIP
EDGE

An Initiative of the Center for WorkLife Law at UC
Hastings College of the Law

How Gender Impacts Negotiations and What We Should All Do about It

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Practical
Advice

Real-life
Solutions

Social
Science

About Oakbay Consulting



SERVICES include **training, coaching, and facilitating**

TRAINING TOPICS include basic and advanced negotiation skills, negotiation skills for women, communication skills, and conflict management skills





Women make up about half of the American workforce

Women make up 40% of computer science majors

43% of law school students are female


The Good News

California offers paid parental leave

Legal protections are stronger than ever

The number of male nurses has tripled over the last forty years





Women are a mere 4.6% of the CEOs in the S&P 500 and 25% of the senior-level managers

Women still do the vast majority of the housework and childcare

6% of partners at venture capital firm are women, which is **fewer** than 15 years ago

The Bad News

The percentage of women working in computing is decreasing

The US is the only developed nation that doesn't offer paid parental leave

Male nurses make significantly more than female nurses

In 2013, 20% of law firm partners were female

The majority of women in the workforce report experiencing sexual harassment



The Worse News

Women of color, trans* women, queer women, women with disabilities, and others may face even more workplace challenges.





NEGOTIATION

Any communication
with the intent
to influence or persuade



How Does Gender Influence Negotiation?

Please vote:

1. **MEN** negotiate better substantive outcomes
2. **WOMEN** negotiate better substantive outcomes
3. There is **NO CORRELATION** between negotiated outcomes and gender



Do Men and Women
BEHAVE Differently When
They Negotiate?

Maybe.

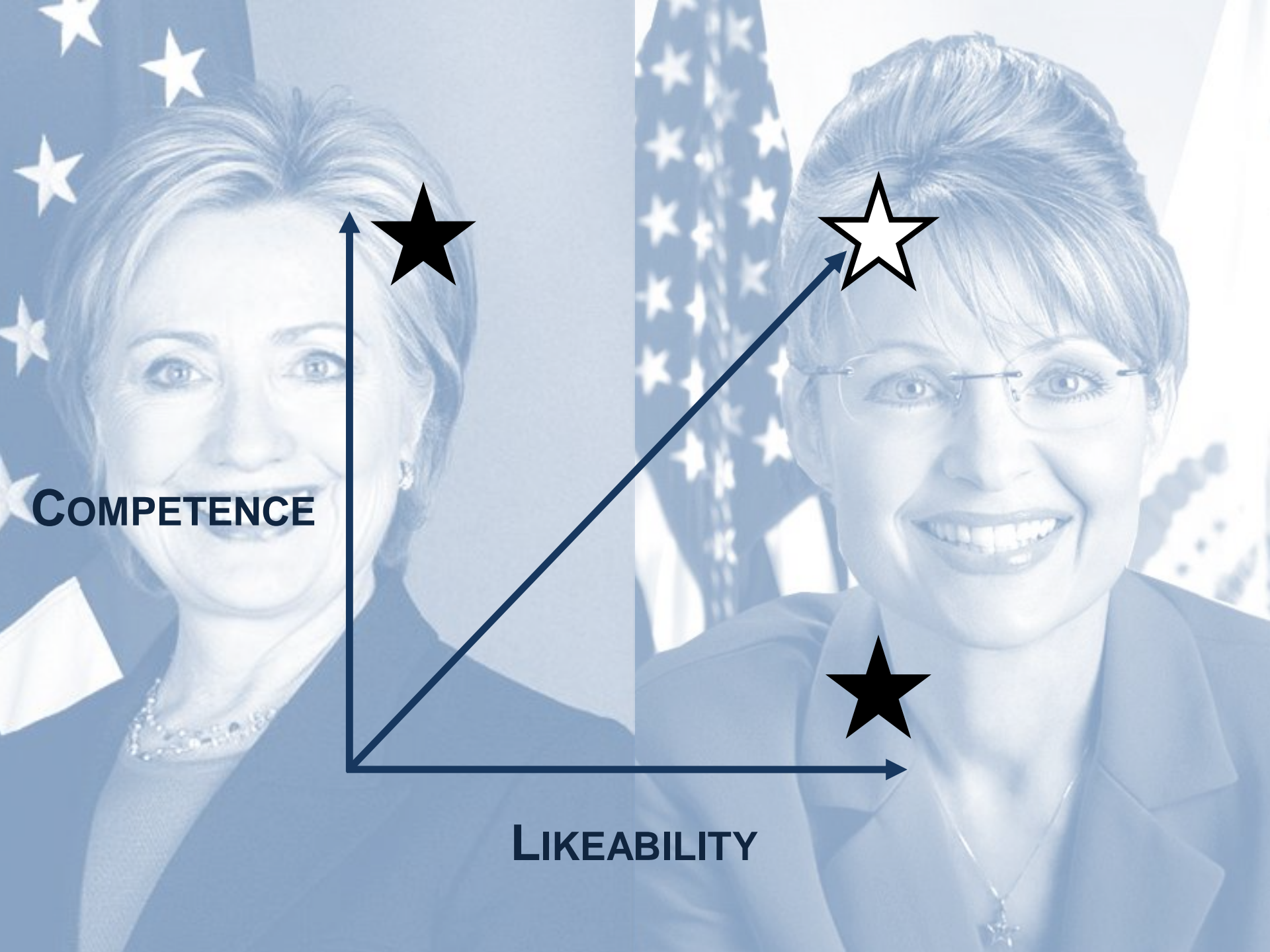
- Men are more likely to negotiate their starting salary (Small et al., 2007; Babcock & Laschever, 2003)
- Men are more likely to negotiate for promotions (Greig, 2008)
- Women have lower pay aspirations so negotiate less assertively (Barron, 2003; Kaman & Hartel, 1994; Stevens et al., 1993; Major et al., 1984)
- No difference in propensity to negotiate (Gerhart & Rynes, 1991)



Are Men and Women
TREATED Differently When
They Negotiate?

YES.





COMPETENCE

LIKEABILITY



Expectations Differ Dramatically

Forceful
Assertive

MEN

In Charge

Self-Interested

Yielding

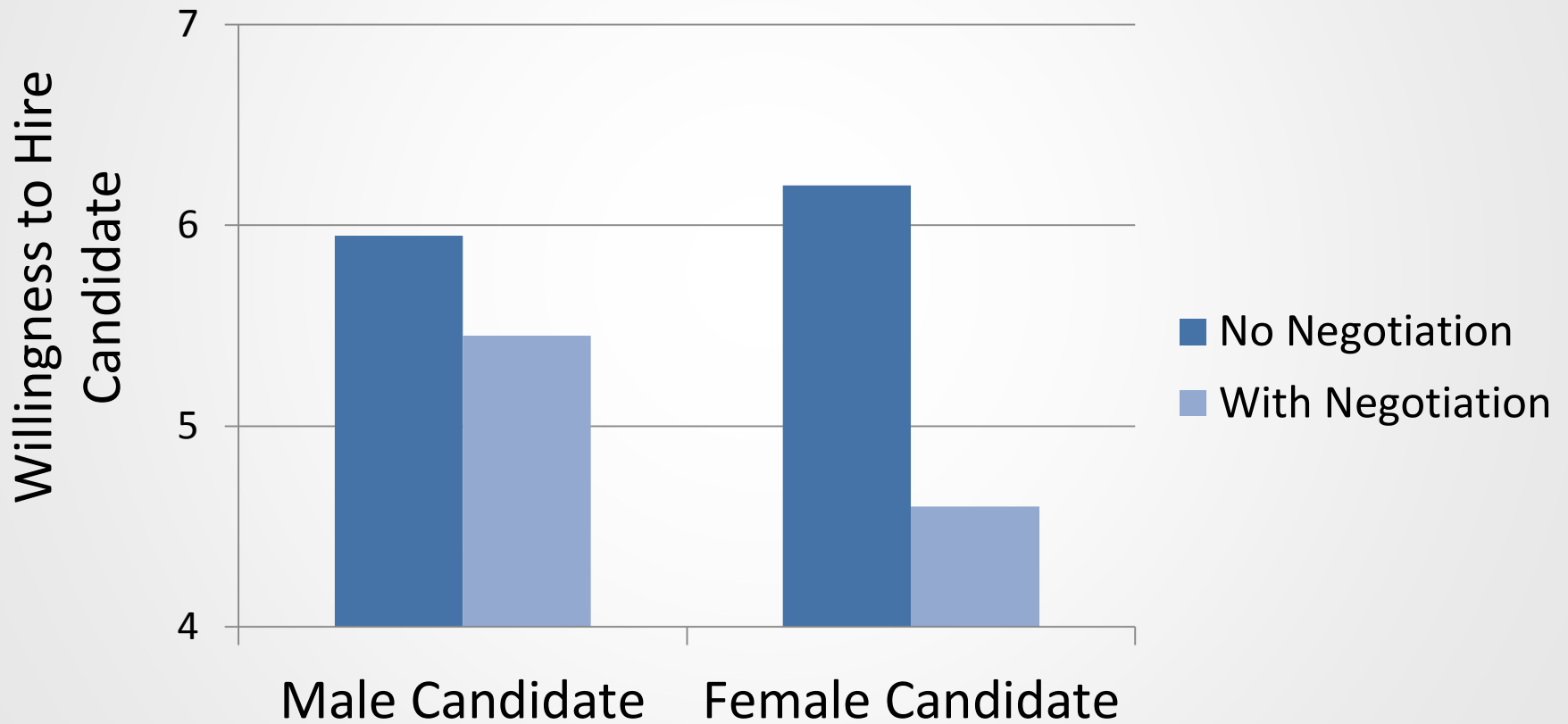
WOMEN

Empathetic

Other-Oriented

Friendly

Norms and Expectations



**So what can individual
women do about it?**

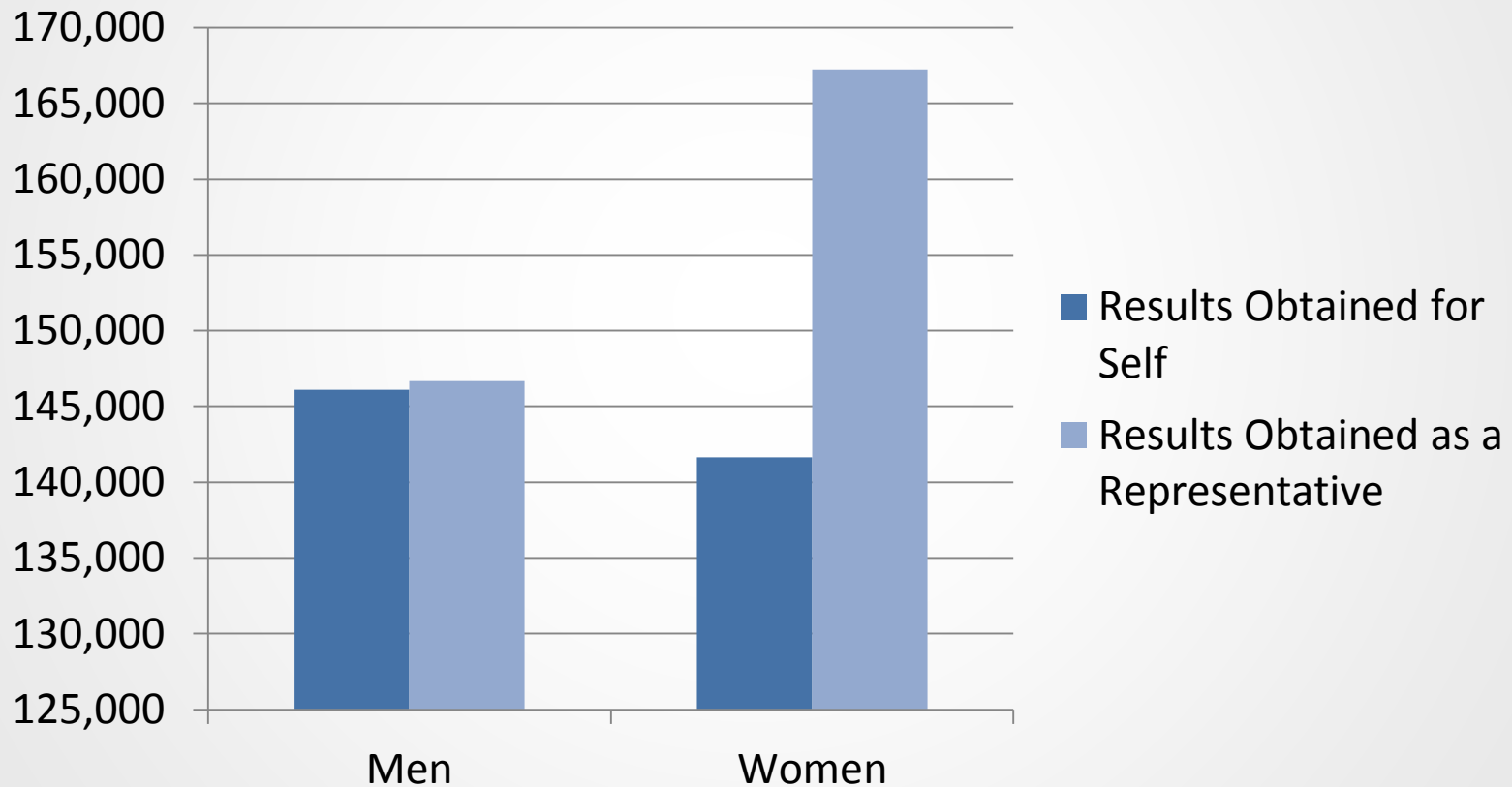


Gather Objective Criteria

Time Requests Carefully



Role



Frame Yourself as an Agent





**KEEP
CALM
AND
BORROW
CREDIBILITY**

Rally Sponsors



HELLO

my name is

Integrate Your Identity



Frame your negotiation skills as a strength



**What can ALL of us
do about it?**



Change your hiring practices. Today.



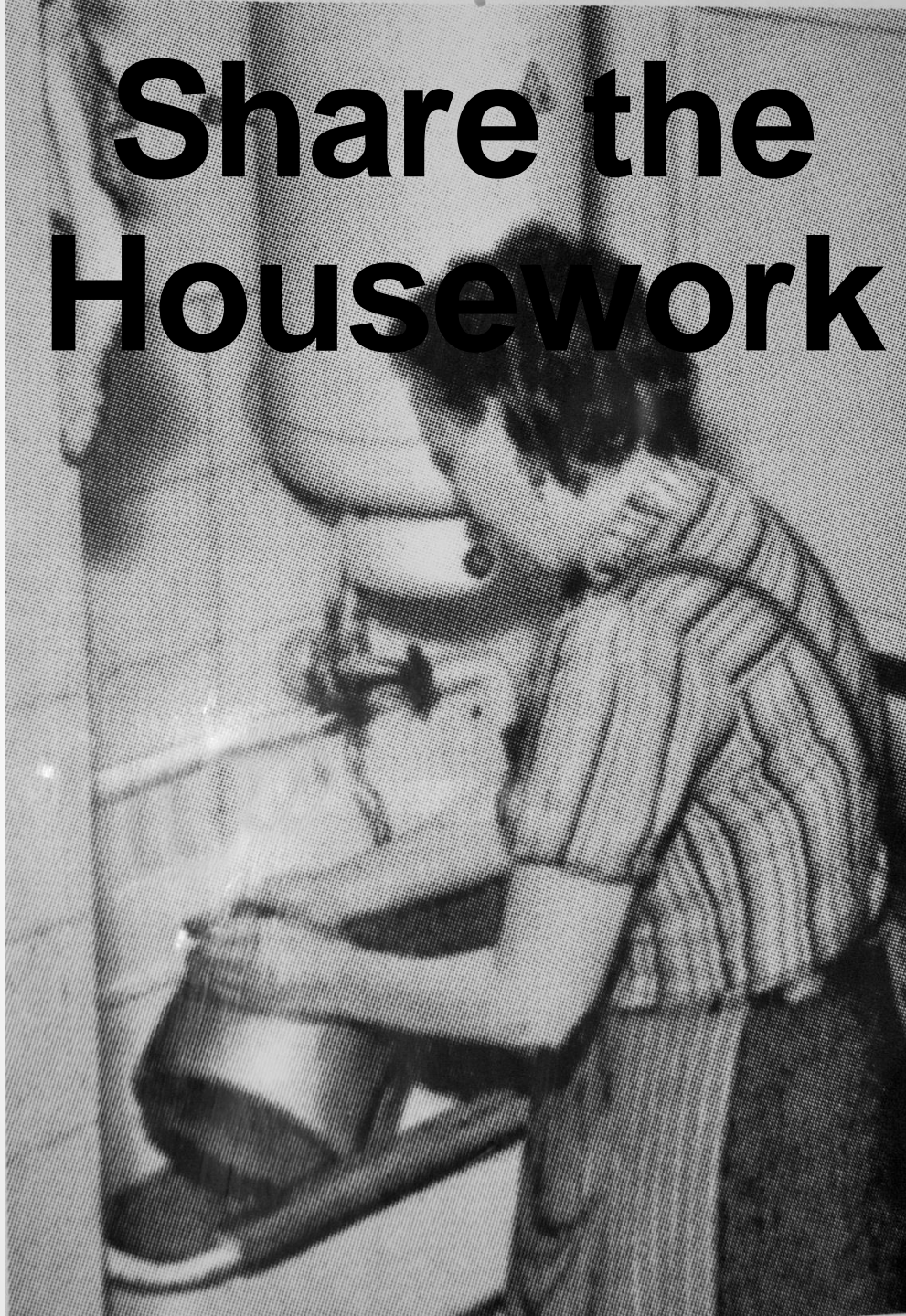


Increase Transparency



**Be a MENTOR
and a MENTOR**

Share the Housework





Question Your Assumptions





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Q & A Session | Questions and Comments

Q & A
Session

#AdvancingWomen
@worklifelawctr



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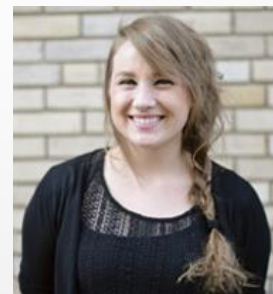
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Pre-Webinar Announcements:

Seeking CLE Credit?

Attorneys can request continuing legal education (CLE) credit for webinar participation.

For details, visit

womensleadershipedge.org/cle-certification

*Look for email link with CLE instructions after the webinar.



UPCOMING WEBINARS

Getting Majority Men Involved In Gender & Diversity Efforts – How To Do It and Why



Live webinar

September 15th 2016 9:00a PT

Led by Joan C. Williams



Get in Touch

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Membership Questions

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