


Understanding Gender-Dominated Fields

 Written and reviewed by Seasoned Match Mentors

Mentee Objective covered

Encourage the mentee to consider if their career path will be in a field that is gender dominated and how best to approach it. How has the mentee experienced gender dynamics in classes or internships? Is your field of study predominantly one gender? Try to think of a couple of experiences that have been stereotypical to gender norms and how you handled the situation.

Goals / Objectives of this Module

Discussion between mentor and mentee should focus on gender inequality in the workplace and how best to work through the challenges and barriers present. What are the qualities of a work environment that appreciates and rewards both male and female leadership qualities equally? What are the differences between how different genders approach the following topics: leadership, success and productivity in the workplace, engagement in conversation and offering ideas/perspective, likeability and general expectations of behavior? Is obtaining the required education a deterrent? Is gender inequality inherent in the recruitment process? Is gender gap pay structure considered? What is the retention rate in these fields?

LESSON / MODULE TOPIC COVERED

Entering a field that is considered gender dominated should never stop you from moving forward. Understanding the best preparation for jobs and the recruitment process will best prepare you.

Lesson Notes

Career choices should be considered with all the information available to make an informed decision. This includes education, internships, mentorship and jobs.

Post Lesson and Pre-Lesson Assignments

Continue to evaluate your goals while considering all aspects of the career field of your choice. Determine how to best incorporate solution into your life.

SOURCES

1. Khattar, Rose, "Expanding Womens' Access to Male-Dominated Jobs" American Progress, web 14 March 2024, <https://www.americanprogress.org/article/playbook-for-the-advancement-of-women-in-the-economy/expanding-womens-access-to-male-dominated-jobs/>
2. Marchant, Natalie, "5 Ways to Improve Gender Equality in the Work Place" World Economic Forum, web 08 March 2021, <https://www.weforum.org/agenda/2021/03/gender-equality-in-the-workplace-ways-to-improve/>

