

## Faculti Summary

<https://faculti.net/women-in-leadership/>

This video discusses the ongoing challenges and progress in women's advancement in the workforce, particularly in Canada. The speaker reflects on over 20 years of interest and advocacy in this area, noting that despite some progress—such as an increase in women on corporate boards from 12% in 2014 to 34% in 2024—there remains significant underrepresentation in senior roles, especially in CEO positions.

The speaker highlights the historical struggles for women's rights, including voting and the right to sign loans, and points out that stereotypes and biases still hinder women's progress, particularly for BIPOC women who face additional intersectionality-related challenges. While many companies have improved in areas like diverse recruiting, mindset changes and the perception of women's contributions still lag behind.

This video emphasizes societal pressures that women face—in particular, the expectation to balance professional success with family responsibilities. Women often shoulder the majority of caregiving and household management responsibilities, which can lead to stress and burnout, especially during challenging times like the COVID-19 pandemic.

The speaker discusses the importance of supportive workplace policies and the need for partnerships where responsibilities are shared more equally. They call for a cultural shift to encourage men to take on more domestic roles and advocate for raising children with an egalitarian mindset.

Ultimately, the text argues that achieving true gender equality requires collaboration between genders and a commitment to change societal norms, ensuring women can pursue their careers and aspirations freely and equitably.