

**List of Links/Resources for  
Women's Impact Masterclass Workshop  
Dr Vanessa Collingridge  
18/02/21**

**Why diverse teams are smarter:**

<https://hbr.org/2016/11/why-diverse-teams-are-smarter>

**Women less likely to ask questions than men:**

<https://www.cam.ac.uk/research/news/women-much-less-likely-to-ask-questions-in-academic-seminars-than-men>

**Where have all the women gone?**

**Unequal economic, social and political gender landscapes:**

<https://business.linkedin.com/talent-solutions/blog/diversity/2019/how-women-find-jobs-gender-report>

<https://www.statista.com/statistics/280626/median-hourly-earnings-for-full-time-employees-in-the-uk-by-gender/>

<https://www.thisismoney.co.uk/money/markets/article-7298209/The-male-female-divide-UKs-100-leading-firms.html>

<https://www.eu-startups.com/2020/04/discover-the-top-female-ceos-of-the-ftse-100-index-sponsored/>

<https://www.sra.org.uk/sra/equality-diversity/key-findings/diverse-legal-profession/>

<https://reutersinstitute.politics.ox.ac.uk/women-and-leadership-news-media-2020-evidence-ten-markets>

**First Impressions:**

**2014 Research: "How do you say "Hello"? Personality impressions from brief novel voices ---** <http://eprints.gla.ac.uk/93155/>

**2017 York Research: "Facial First Impressions of Partner Preference Traits: trustworthiness, status and attractiveness"**

<https://journals.sagepub.com/doi/10.1177/1948550617732388>

<https://www.psypost.org/2017/10/study-reveals-just-quickly-form-first-impression-50039>

### **Power Posing:**

**Dr Amy Cuddy - Harvard Prof of Social Psychology:**

**45 Subjects - 2 mins powerposing every day – saliva tested before and after to check hormone levels:**

- **Feel more powerful/successful – translates into reality**
- **20% rise in Testosterone**
- **21% drop in Cortisol**

**More successful outcomes in Interviews – significantly more likely to be hired.**

**<https://www.youtube.com/watch?v=r7dWsJ-mEyI>**

### **Voice:**

**2014 Research: Dr Phil McAleer**

**“How do you say “Hello”? Personality impressions from brief novel voices**

**<http://eprints.gla.ac.uk/93155/>**

### **Voice & perceived authority**

**<https://www.psychologytoday.com/gb/blog/naturally-selected/201306/the-sound-leader-ceos-deep-voices-do-better>**

### **Vocal Warm-ups:**

**A//E...I...O...U...**

**Make Fish Noises!**

**Brrrrrrr noises at different pitches**

### **Video:**

**<https://www.youtube.com/watch?v=EB8sY2PNweY>**

### **Speed of Speaking/Thinking:**

**Professor Tim Welsh, University of Toronto, 2015**

**<https://earthsky.org/human-world/what-is-the-speed-of-thought>**

### **Women Being Silent/Speaking Less in meetings:**

**<https://www.cam.ac.uk/research/news/women-much-less-likely-to-ask-questions-in-academic-seminars-than-men>**

### **Difference it makes re: participation rates to have more women in meetings:**

**<https://www.cam.ac.uk/research/news/women-much-less-likely-to-ask-questions-in-academic-seminars-than-men>**

### **Manterruptions!**

### **Original 1970s research on Gender of Interrupting/Overlapping**

**<http://web.stanford.edu/~eckert/PDF/zimmermanwest1975.pdf>**

### **Kennedy & Camden (1983)**

**<https://link.springer.com/article/10.1007/BF00986997>**