

BREAKING GENDER BIAS IN THE ANZ SAP ECOSYSTEM



In this booklet we share anonymous stories from women working in the ANZ SAP Ecosystem affected by gender bias and discuss ways in which we can all help to **#breakthebias**

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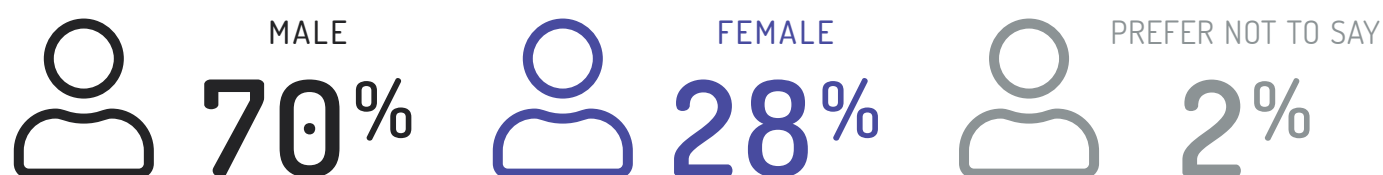
Whilst ED&I is a priority for the majority of employer's we work with in the ANZ SAP Ecosystem, our upcoming 2021-2022 Salary & Trends Report, demonstrates that there is still significant bias occurring, whether that be unconscious or conscious

The anonymous women that we surveyed, shared stories that **ranged from outright discrimination to more subtle micro-aggressions**, not just from male colleagues, but sometimes also from female. Also, they felt that often gender biases co-existed alongside or interchanged with others, such as race or age.

In recognition of International Women's Day and this years' theme, we have compiled some of our findings and the experiences shared with us in the hope that this will open up conversations. Finally, we look at some ways that we can all work together and help to **#breakthebias**.

OUR SURVEY PARTICIPANTS

Which gender do you most identify with?



KEY FINDINGS

28% of those who identified as female felt they'd been discriminated against or bullied

52% of those earning <\$100k (permanent) were female

80% of those earning >\$320k (permanent) were male

gender bias: Prejudiced actions or thoughts based on the gender-based perception that women are not equal to men in rights and dignity.



WHAT DOES GENDER BIAS OR DISCRIMINATION LOOK LIKE?

Gender bias could take lots of different forms such as:

- Expectations about the way a person should dress or behave based on their gender
- Sexual harassment
- Favouring a male applicant in interview or for promotion
- Pre-conceived ideas about gender-based roles

The comments from **some of the women in our survey** highlight how varied these may be...

“We work in IT - bullying, misogynistic behaviour and ageism is rife! It's hard to find projects without such poor behaviour. IT is the last bastion of the old boys club and jobs for mates.”

I've been pushed against a wall, screamed at, threatened with removal from projects, yelled at, blackmailed... and that's just in the past few years. As a woman, you have to get used to being passed over just because a role is 'more suited to a man'. You really need thick skin!”

“Yes, I don't want to disclose the company name, I've previously been discriminated on gender - being a girl I can't do that work, Now recently based on ethnicity.”

“As an Asian woman working in the male dominated industry, some people do not take me seriously initially.”

*Although today we are focusing on gender, our 2021-2022 Salary & Trends Report highlights lots of different types of bias or discrimination encompassing: gender, ethnicity, sexual orientation, age and religion. The long-awaited report is coming very soon.



WHAT DOES GENDER BIAS OR DISCRIMINATION LOOK LIKE?

“Discriminated against because I’m a woman by other female managers. Most complaints came from female managers regarding my attire and has never been about my work ethics. I took this up with leadership and the complaints ceased but every year at least one female manager would address it as the reason I’m not taken seriously or would miss out on a promotion.”

“I strongly believe that based on my gender I have been denied progression to a Senior Management position. Females made up just 12% of our team with less than 10% of senior management.”

“Having male managers making comments on the clothes I’ve worn to work, the same manager has commented on the ‘sexy accent’ of another female co-worker who delivered a presentation (In front of a large group of peers). A different male manager tasked me with the responsibility to organise events within the team where I am the only female and in the same role as many of my male co-workers.”



HOW CAN WE #BREAKTHEBIAS?

Tackling workplace gender bias needs to be a collective effort. Organisational directions and policies can only go so far. To be successful firstly everyone needs to take personal responsibility for recognising and overcoming their own biases, then it is important to have open discussions, education and ultimately to **be brave enough to call out bias and discrimination whenever we see it.**

We asked some of our amazing Women Making SAP happen, how they would personally **#breakthebias...**



“ Be passionate about what you do and be inclusive in your decisions. Look at your own mistakes and allow yourself to grow from strength to strength. My mantra is value others to be valued and the rest follows you. ”

Shwetha Shyam

“ I will #BreakTheBias by incorporating and respecting the ideas of each individual regardless of their gender and by building a bias-free workplace where no one fears sharing their opinions or fighting for better. ”

Surbhi Bhargava



HOW CAN WE #BREAKTHEBIAS?



“Let’s #BreaktheBias by building a gender equal world — a world that is diverse, equitable, and inclusive for all of us. Continue to show up and find a seat at the table. We need women to be seen, to be heard and to push through the discomfort. We need to know it can be done. Find people who understand your challenges and offer support as well. When women feel they are truly supported, they are almost always unstoppable.”

Amethyst Punay

“I will break the bias by empowering myself to accept the unconscious biases I have been fed since childhood and have acceptance of people no matter culture, creed, caste, gender etc.”

No one is perfect! A little bit of patience, empathy and time will reduce bias and nurture the diversity in your life, work or otherwise!”

Nisha Nair



HOW CAN WE #BREAKTHEBIAS?



“ The way I break bias?
Diversity is key to the
success of a team, what's your passion
and how you are going to
make a positive impact? ”

Ana Graf Nunes

WOMEN MAKING SAP HAPPEN

Women Making SAP Happen' is a Sapture initiative focused on highlighting some of the amazing women working in the ANZ SAP ecosystem.

SAP, like Technology and other industries that rely on STEM skills, still has a disproportionate amount of men working in it to women; from our most up to date survey this is around 80%-20% in ANZ.

Our aim is to support those women with career consultancy, advice and help on their career progression or choices.

Also, to feature their stories, successes and challenges, in the hope they will inspire and help to support the other women (and men) around them.



ABOUT US

About us

Sapture is a specialist SAP recruitment agency. We focus purely on providing services within the SAP Ecosystem; across both permanent and contract markets; and solely on Australia and New Zealand, covering:

Our expertise

Our expertise between us spans over 25 years. 100% of that experience has been gained specifically within SAP. We are able to combine that in-depth knowledge, extended networks spanning across 28 countries and a simple passion for doing a good job, to provide a unique offering.

Our service

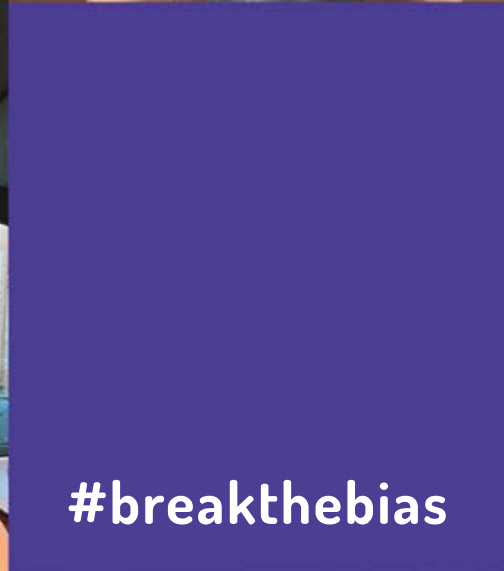
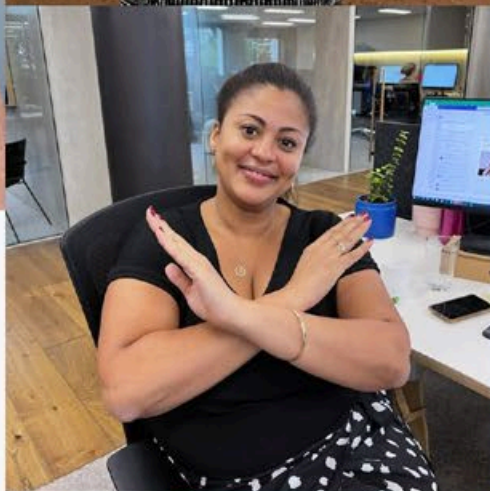
We have a proven service methodology for both SAP professionals and Employer organisations. This is linked to our core values and our mission statement which clearly guides what we do;

1. We start by listening
2. To gain understanding
3. Then apply flexibility
4. Working with commitment, persistence & dedication
5. To ensure delivery
6. To build long-term relationships
7. Based on trust & loyalty
8. Always being accountable
9. And never stop learning

Our attitude

Whether hiring or job-seeking, you can be sure that we will do our utmost to always act in your best interests and ensure that you are completely satisfied with our service.





#breakthebias



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