

# WE BROKE THE GLASS CEILING – NOW LET'S WORK ON THE WALLS

ELIZABETH NIETO P '14

MEGAN B. DORWARD '07

ALLISON FAUCETTE DUNN '98



WILLIAM & MARY  
WOMEN

# Presenters

Moderator:

**Elizabeth Nieto** (P '14), Global Chief Diversity and Inclusion Officer, MetLife Insurance

Panelist:

- **Allison Faucette Dunn** ('98), Consultant, WorkLab, LLC
- **Megan Dorward** ('07), Political Sales, Twitter

# Poll Access

[pollev.com/pameddy](https://pollev.com/pameddy)

## Work Experience

Student

Graduate looking for a job

Working 1 month to 3 years

Working 3 to 5 years

Working 5 to 10 year

Working 10+ years

Not in a paid work position

# If you are currently working or have worked in the past, have you ever asked for a salary increase or negotiated your salary when being hired?

No

Yes, and it was  
very  
uncomfortable

Yes, it was a  
piece of cake

## Have you ever asked about any of these benefits during an interview/before receiving an offer? Select all that apply

Number of vacation days **A**

pet friendly policies **B**

Parental leave for both  
men and women **C**

Flexible work  
arrangements **D**

Back up child care **E**

Family leave to care for  
elderly parents **F**

Tuition reimbursement **G**

# How comfortable are you talking about your skill set?



# How comfortable are you talking about your accomplishments?






# How comfortable are you talking about your aspirations?



# Types of Barriers

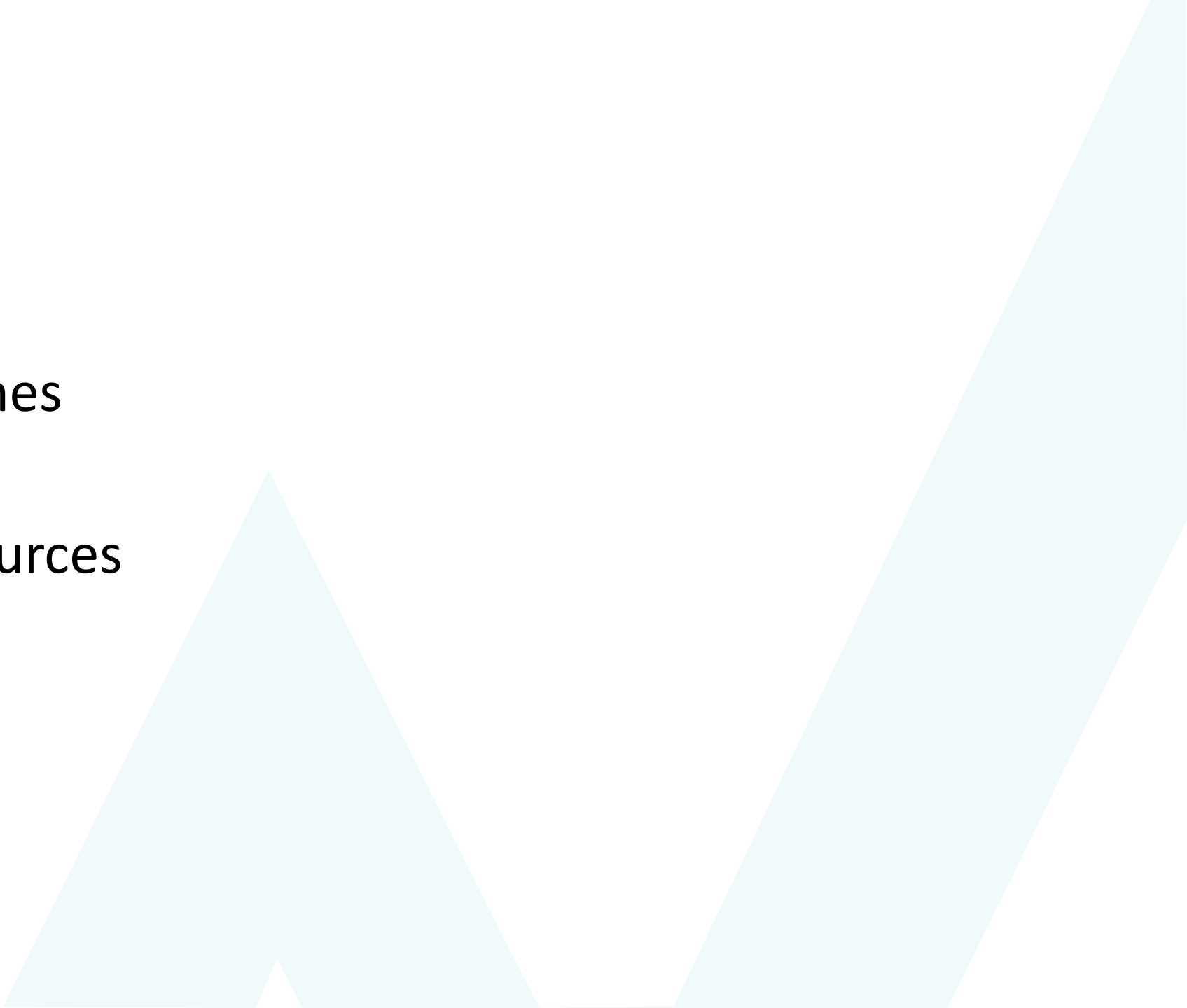
- Structural
  - Organizational
  - Personal
- 

# Panelist Responses

# Table Group Discussion

*As a community here, at William & Mary, what can we do to support building fewer biases in policies and in practices in our organizations?*

# Summary

- Emerging Themes
  - Allies and Resources
  - Next Steps
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*Thank you!*

A large, light blue graphic of the letter 'W' is positioned in the lower half of the slide. The 'W' is composed of several geometric shapes: a triangle on the left, a trapezoid in the middle, and a triangle on the right. The overall style is clean and modern.