**Outline**

**Workplace Diversity**

**Question 1**

* Gender socialization is the process in which individuals are taught how to behave in accordance with their gender right from birth socially.
* The impact is that people grow up striving to meet these socialized expectations even in the workplace.

**Question 2**

* Depending on the situation, sexual segregation can be used to violate the rights of people of one gender and create social and economic inequalities (Steinmetz, 2012).
* Organizations can reduce sex segregation at the workplace using policies that promote workplace diversity

**Question 3**

* The effect of occupational segregation is evident in the workplace. For instance, black women are less likely to feel treated with respect at the workplace compared to white women.
* Also, black women are paid 21% less than white women since they are perceived to be less competent.

**Question 4**

* I am aware of the glass escalator concept. The glass escalator concept is the way men, mostly heterosexual men, are put on a fast track to take over female-dominated positions (Connell, 2016).
* Feminized positions typically pay lower wages than male professions. However, males earn higher wages than the most qualified women in the same position.

**Question 5**

* Women have a responsibility to create a better world for future girls.
* On the other hand, parents can reduce gender socialization at home by encouraging their daughters to break the traditional gender boundaries in their roles at home and in the career choices they make at school.

**References**