

***Together on board  
transforming the world***  
*- Amecomex -*



**AMECOMEX**



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AMECOMEX

***Diversity & Inclusion***

# Gender pay gap

130

years

GLOBAL

150

years

LATAM

49

years

US

75

years

STEM

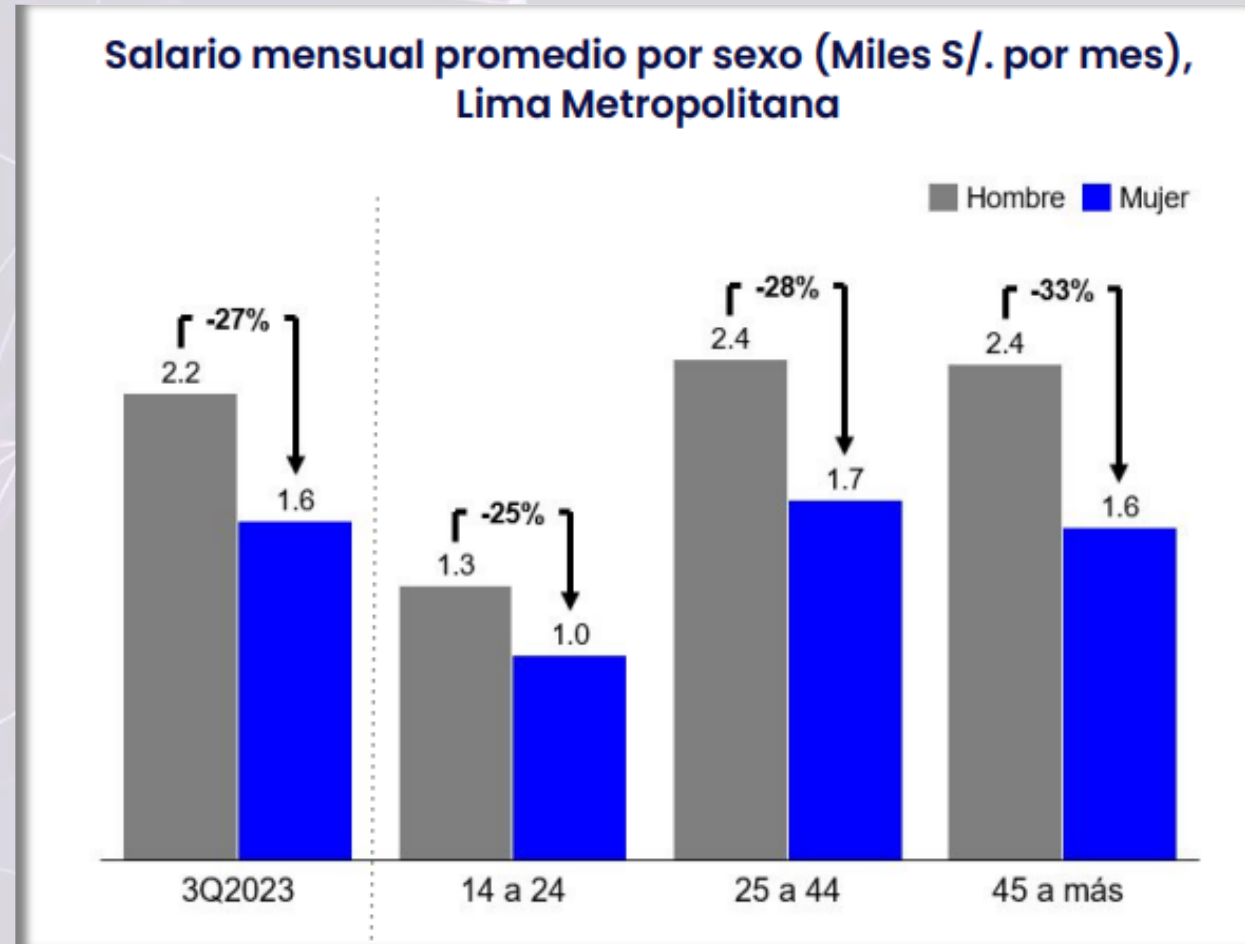
What causes the gender pay gap?



# What about Perú?

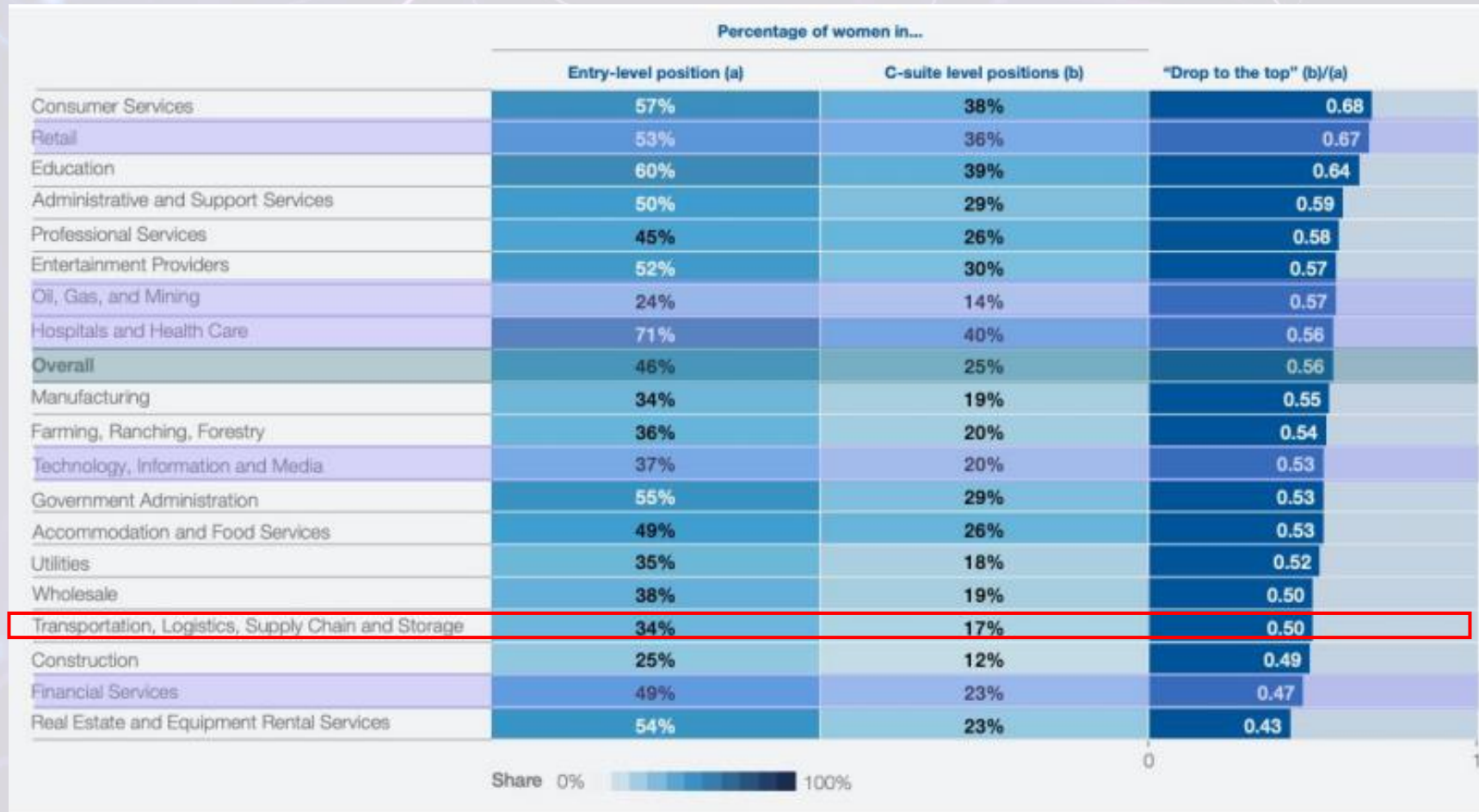
Women earn on average 27% less than men

- Population with adequate employment: 63% men & 37% women
- Unemployment 5.8% men vs 7.4% women
- The gap increases after 45 years of age 33%



# What about the industries?

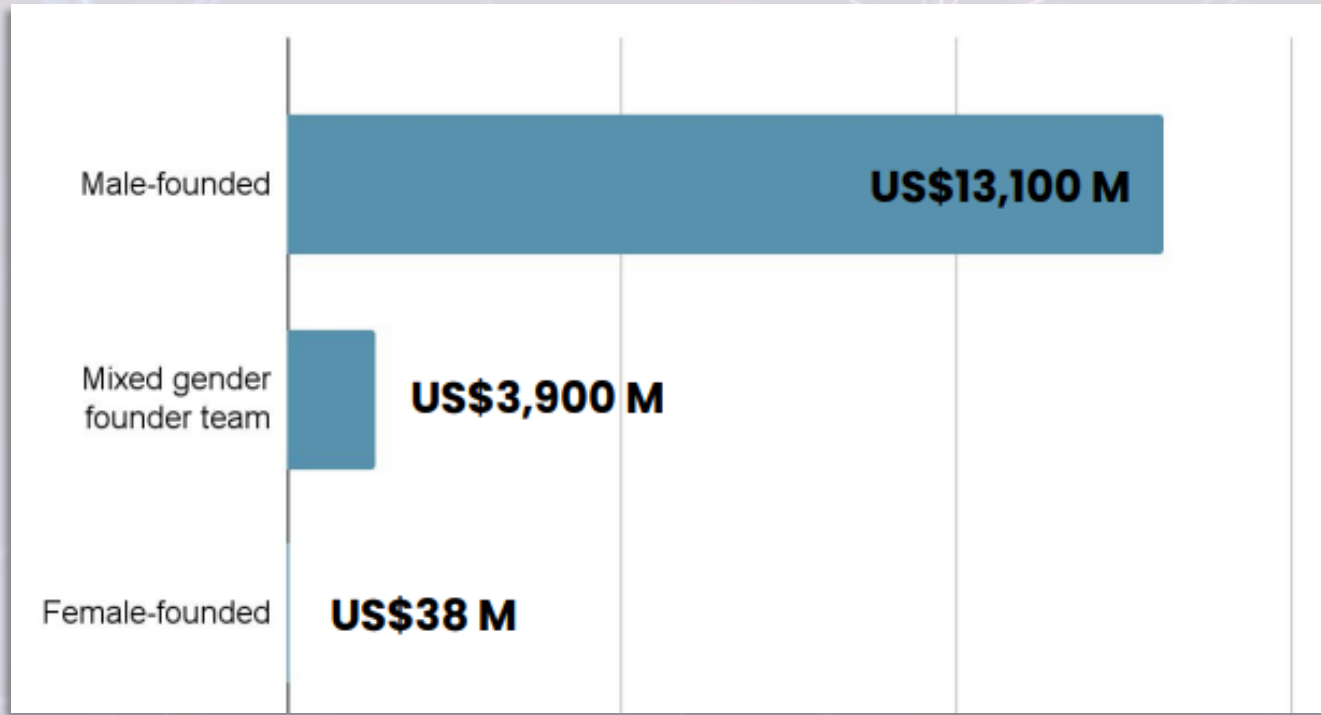
No matter what industry you're in, the gap in the C-suite remains large.



For Transportation, Logistics, Supply Chain and storage the representation drops from **34%** in entry level to **17%** in the C-Suite.

# What about the startups?

Latam: In 2022, \$13.1B went to startups founded by men. That same year, \$38M was given to startups founded by women.



This graph does **NOT** have an error.

It's just **not seen**.



# Why it is important to have this data on hand?

“Economic empowerment, economic autonomy are the direct paths to eliminate the gender gap”

“Women have 80% of the power to purchase goods and services. If women are not on the board, the board will not be able to know the real needs. ”

“Gender equality is good business, because when women enter we look differently”

“You can contribute to reducing these gaps”

# Gender biases in our environment and in ourselves

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**Women take care,  
men take charge**

# Perception

- ❑ Women consistently and irrationally underestimate their abilities.

**66%**

De mujeres CEOs en EEUU se dieron cuenta de que podrían ser CEOs solamente cuando alguien más se los mencionó.

**8%**

De mujeres menciona que tomar riesgos ha contribuido a su desarrollo profesional, vs. 73% que atribuyen su éxito al trabajo duro

Fuente: KornFerry Women CEOs speak (2017), KPMG Women Leadership Study (2019)



# Stereotypes

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- ❑ **Extreme perceptions:** either very harsh and bossy, or very soft and permissive. never enough
- ❑ **The threshold of high competition:** higher standards and lower rewards
- ❑ **“La mala onda”:** either you are competent or you are nice, not both

# Biases with ourselves (Imposter Syndrome)



**Impostor Syndrome** (IS) a behavioral health phenomenon described as doubt about intellect, abilities, or achievements among high-achieving people.



In research since 1978

**1991-2001:** 250 studies

**2001-2021:** 3500 studies

*Why?*

*The studies show that impostor syndrome is common among Latino, women and other minority students and professionals*

# Confidence gap composition

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**Perception:** Women consistently underestimate their abilities compared to their male peers



**Approval:** Women don't take personal credit for their achievements as much as their male peers



**Practice:** Women do not apply, negotiate, ask as much as their male peers

# What we can do?

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**Inquire**



**Generate understanding  
in others**



**Action to resolve**



**There is NO  
small action**





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