

JAN 27–
FEB 12



KILL CORP

play by **SOFIA ALVAREZ**
directed by **SHELLEY BUTLER**

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Recommended Reading &
Resource List

HBR Podcast: Your Parental Leave Stories

<https://podcasts.apple.com/us/podcast/your-parental-leave-stories/id1336174427?i=1000423728514>

Summary & Connections

While going on maternity leave may not drive you to murder like Marie, in reality, it is still really hard and can be filled with sacrifice and frustration with seemingly impossible expectations from both home and work. This podcast brings you three real stories about parental leave, from people whose experiences with it changed them, for better or worse. They talk about having to fight for more time off, return to work before they were ready, care for sick babies, and try to hide their exhaustion and stress. Ultimately, they're stories about how inadequate leave policies hurt families and companies.



Guiding Questions

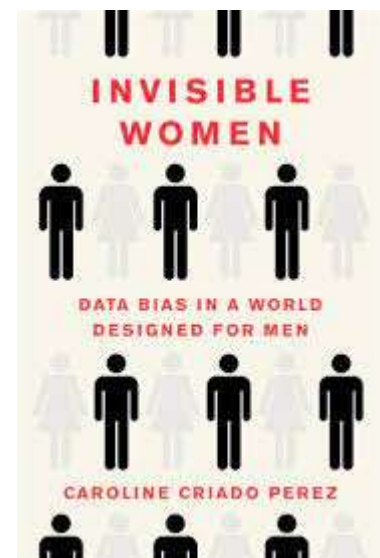
- Can you relate or empathize with any of the storytellers in this podcast?
- If you are a parent, reflect on how your career was impacted by becoming a parent?
- If you were in a position to do so, what would you do to improve parental leave policies at your own organization?

Invisible Women: Data Bias and a World Designed for Men

By Caroline Criado Perez

Summary & Connections

From economic development to healthcare to education and public policy, we rely on numbers to allocate resources and make crucial decisions. But because so much data fails to take into account gender, because it treats men as the default and women as atypical, bias and discrimination are baked into our systems. And women pay tremendous costs for this bias in time, money, and sometimes with their lives. Caroline Criado Perez investigates the shocking root cause of gender inequality and research in *Invisible Women*, diving into women's lives at home, the workplace, the public square, the doctor's office, and more.



Guiding Questions

- How have you been personally impacted by gender bias in data?
- In your own community or workplace, what dangers do gender bias present to women?
- Can you recognize your own gender bias? In what ways do you default to a man's experience/needs/size/views etc.

Whistleblower: My Unlikely Journey to Silicon Valley and Fight for Justice at Uber

By Susan Fowler

Summary & Connections

When Susan Fowler decided to share her story, she was fully aware of the consequences most women faced for speaking out about harassment prior to the #MeToo era. But, as her inspiring memoir, *Whistleblower*, reveals, this courageous act was entirely consistent with Susan's young life so far: a life characterized by extraordinary determination, a refusal to accept things as they are, and the desire to do what is good and right. Growing up in poverty in rural Arizona, she was denied a formal education—yet went on to obtain an Ivy League degree. When she was told, after discovering the pervasive culture of sexism, harassment, racism, and abuse at Uber, that she was the problem, she banded together with other women to try to make change. When that didn't work, she went public. She could never have anticipated the lengths to which Uber would go in its efforts to intimidate and discredit her, the impact her words would have on Silicon Valley—and the world—or how they would set her on a course toward finally achieving her dreams.



Throughout the memoir, Fowler talks about this overwhelming feeling that life was happening to her, rather than her having control over her own experiences, so she takes back control and becomes a Whistleblower against Uber. While Marie is driven to murder, Fowler, in a different way, fights back against those who discriminate against her and also succeeds in knocking the leader out.

The power wielded with money and career trajectory are some of the main reasons why people who experience discrimination never come forward, to do so requires bravery and sacrifice and Fowler shows us it can be done.

This memoir is also a bit of a how-to book with some take-home lessons for anyone discouraged by a hostile workplace.

Guiding Questions:

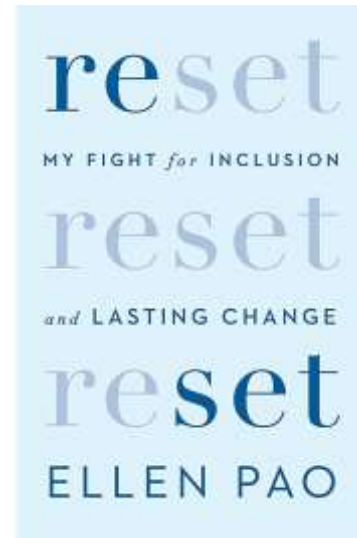
- Have you experienced discrimination in the workplace? How did you handle it?
- If you have experienced it yourself or witnessed it against others, do you now wish you had handled it any differently and if so, how?
- How do you imagine you can be an ally to someone experiencing discrimination in the workplace?
- What are the ways to protect yourself if you find you are experiencing discrimination in your own workplace?

Reset: My Fight for Inclusion and Lasting Change

By Ellen Pao

Summary & Connection

In 2015, Ellen K. Pao sued a powerhouse Silicon Valley venture capital firm, calling out workplace discrimination and retaliation against women and other underrepresented groups. Her suit rocked the tech world—and exposed its toxic culture and its homogeneity. Her message overcame negative PR attacks that took aim at her professional conduct and her personal life, and she won widespread public support. Though Pao lost her suit, she revolutionized the conversation at tech offices, in the media, and around the world. In *Reset*, she tells her full story for the first time.



The daughter of immigrants, Pao was taught that through hard work she could achieve her dreams. She earned multiple Ivy League degrees, worked at top startups, and in 2005 was recruited by Kleiner Perkins, arguably the world's leading venture capital firm at the time. In many ways, she did everything right, and yet she and other women and people of color were excluded from success—cut out of decisive meetings and email discussions, uninvited to CEO dinners and lavish networking trips, and had their work undercut or appropriated by male executives. It was time for a system reset. There are many similarities between Marie and Ellen Pao, both of their backgrounds were not privileged and they both had to work incredibly hard to achieve their goals and career success. They both had male executives take credit for their work, while placing them directly under the glass ceiling.

Guiding Questions

- How have you experienced a glass ceiling?
- What do you take away from the book to help make your own workplace more inclusive?
- What questions would you like to ask Ellen Pao about her experiences?

The Parental Leave Playbook: 10 Touchpoints to Transition Smoothly, Strengthen Your Family, and Continue Building your Career

By Amy Beacom and Sue Campbell

Summary & Connections

The Parental Leave Playbook helps parents take control of their leave and make the most of what's considered a career timeout, but is actually a vital "time-in" for your life. If you're an expecting or new parent concerned about how your leave and return plans will affect your visibility, candidacy for promotion, work relationships, and performance (not to mention your identity and home life), this book will guide you into the smoothest transition possible. Most importantly, this book will help you as you grow and strengthen yourself and your family while remaining a professional.

In *The Parental Leave Playbook*, you'll learn Dr. Amy Beacom's innovative R.E.T.A.I.N. framework and the three-phase, ten-touchpoint model, to coach yourself through the leave process. Beacom identifies the critical points before, during, and after leave where parents and managers must work together, and explains how parents can facilitate success by finessing the way they approach their manager and colleagues.



You'll learn how to:

- Communicate your parental leave plans effectively and at the right time
- Set expectations with managers and colleagues to ensure a smooth transition
- Learn how to maintain visibility, avoid being replaced, and continue your upward career trajectory during your parental leave and beyond
- Grow and strengthen your family without sacrificing your professional gains

Guiding Questions

- Does your company provide paid parental leave?
- Have you ever had to notify an employer you were about to become a parent and would be taking parental leave?
- Did you feel supported and like you knew how to notify your company of your impending leave?
- What resources do you wish your organization provided for you?
- What questions would you like to ask an HR professional about preparing for and managing parental leave?
- Do you think it's appropriate for an employer to require you to "check in" while on leave?

List Curated and Study Guides Crafted by:
Nancy Noto, SHRM-SCP

Nancy Noto is a Sr. Certified HR Professional based in New York City. She currently serves as the Head of People for the women's health-tech company, Natural Cycles. Prior to her current role at Natural Cycles, Nancy held HR leadership positions at a number of global tech and startup companies including Backtrace.io, Saucelabs, AppNexus, Xaxis, and Mic.com. She founded NPN Hr Consulting in 2016 through which she provided HR, employee development, and recruiting services to startup and growth-stage tech companies. She is most proud of her work centered on diversity, equity, and inclusion and preventing sexual harassment in the workplace. While she specializes in startup HR today, her first career was as an actor and producer performing both in New York and regionally, some of her favorite work was with the Actors Theater of Louisville, Hangar Theater and Arkansas Rep. She is a founding producer of the Woodstock Comedy Festival and was a member of both SAG and Actors Equity. Nancy has an M.A. in Organizational Psychology from Columbia University and a BFA in Acting from NYU Tisch School of The Arts.

