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Sara Sanford: How to design gender bias out of your workplace | TED Talk

https://www.ted.com/talks/sara_sanford_how_to_design_gender_bias_out_of_your_workplace

Advanced Words Only

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Session 1: Word List

diplomat

n. a person appointed by a government to conduct diplomacy (= the management of relationships between countries) with one or more other countries or international organizations

synonym: envoy, ambassador, representative

(1) allied **diplomat**, (2) expel a **diplomat**

The senior **diplomat** worked tirelessly to negotiate a peace treaty between the two countries.

overreact

v. to react more strongly or excessively than is necessary or appropriate

synonym: overplay, exaggerate, overstate

(1) **overreact** with anger, (2) **overreact** to the criticism

She **overreacted** to the situation and caused unnecessary stress.

self-doubt

n. lack of confidence in one's abilities or oneself

synonym: insecurity, uncertainty, diffident

(1) overcome **self-doubt**, (2) spiral of **self-doubt**

I was filled with **self-doubt**.

opportune

adj. suitable or happening at a time that is suitable or convenient for a particular purpose

synonym : suitable, timely, practical

(1) **opportune** occasion, (2) an **opportune** remark

The phone rang at the most **opportune** time.

murmur

v. to say something very quietly; to complain about somebody or something under one's breath

synonym : burble, gurgle, mutter

(1) **murmur** at low wages, (2) **murmur** a greeting

He always **murmurs** at the ill-treatment.

underrepresented

adj. not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

synonym : belittled, marginalized, disadvantaged

(1) feel **underrepresented**, (2) **underrepresented** data

Underrepresented communities need more support and resources to achieve equity.

backfire

v. to have an opposite and undesirable effect to what was intended; to make a sudden noise like an explosion

synonym : recoil, boomerang, misfire

(1) **backfire** big time, (2) **backfire** spectacularly

The company's decision to lay off a large number of employees **backfired** as it led to a decrease in productivity.

outperform

v. to be or do something compared to others of a similar type

synonym : beat, exceed, surpass

(1) **outperform** other countries, (2) **outperform** the human brain

They consistently **outperformed** other teams in the league.

acumen

n. the ability to make sound judgments and quick decisions, especially when it comes to business or financial matters

synonym : keenness, insight, sagacity

(1) critical **acumen**, (2) financial **acumen**

His business **acumen** helped him make intelligent investments and grow his portfolio quickly.

empower

v. to give someone the power or authority to do something
synonym: authorize, endow, entitle

(1) **empower** my life, (2) **empower** the secretary to do the same

The company **empowered** employees to buy low-price items without approval to achieve efficient purchasing.

amygdala

n. one of two parts of the almond-shaped neural structure that are linked to emotions, especially fear and pleasure, memory, and the sense of smell

(1) the decline in **amygdala** activity, (2) **amygdala** damage

The **amygdala** has been associated with memories of past emotional events.

harass

v. to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention

synonym: pester, annoy, bother

(1) **harass** the enemy, (2) **harass** with constant criticism

She was constantly **harassed** by her ex-boyfriend and had to get a restraining order.

inertia

n. the quality or state of being inactive, sluggish, or slow to move or act

synonym: sluggishness, lethargy, idleness

(1) **inertia** resistance, (2) Newton's law of **inertia**

The object's **inertia** kept it moving in a straight line until acted upon by an outside force.

mindset

n. the established set of attitudes or fixed ideas held by someone

synonym: attitude, ethos, mentality

(1) flexible **mindset**, (2) the **mindset** in an education

system

Countries whose goal is economic development often focus on fostering an entrepreneurial **mindset** in each individual.

tweak

v. to pinch or squeeze something sharply; to adjust something finely

synonym: nip, pinch, fine-tune

(1) **tweak** his cheek, (2) **tweak** the economy

He didn't **tweak** the plan, even though he had time.

stereotype

n. a fixed and unvarying idea or image that people have about what someone or something is like, but which is often not true in reality and may cause hurt and offense

(1) avoid **stereotype**, (2) negative **stereotypes**

Changing **stereotypes** about LGBTQ requires considerable effort.

industrious

adj. hardworking, diligent, and persistent in effort

synonym: diligent, hardworking, assiduous

(1) **industrious** worker, (2) **industrious** student

He was known to be very **industrious** and would often work late into the night.

non-existent

adj. not real; not existing or having no real existence

synonym: not real, lacking, absent

(1) **non-existent** resources, (2) presently **non-existent**

The evidence for this theory is **non-existent**.

petri

n. (petri dish) a small, clear, and round dish with a lid used in laboratories, especially for growing bacteria

(1) **petri** dish test, (2) bacteria on **petri** dishes

Glass **petri** dishes are used to culture microorganisms.

consciously

adv. with awareness; in a deliberate manner

synonym: intentionally, deliberately, knowingly

(1) **consciously** aware of a problem, (2) act **consciously**

He **consciously** criticizes her in the publicity.

steward

n. a person responsible for the management and care of another's property or for the supervision of the domestic staff of a large household or organization; a person in charge of arranging for the supply of food to a college, club, etc.

synonym : caretaker, manager, custodian

(1) **steward** duties, (2) **steward** service

The **steward** on the flight was very helpful in assisting passengers with their needs.

playbook

n. a set of strategies or tactics used in a particular situation, often in a business or political context; a guidebook or manual that outlines a specific plan of action

synonym : strategy, game plan, manual

(1) **playbook** strategy, (2) political **playbook**

The coach's **playbook** helped the team win the championship.

tenet

n. one of the fundamental ideas or beliefs upon which a theory or broader group of views is founded

synonym : dogma, creed, principle

(1) basic **tenets**, (2) a fundamental **tenet** of Judaism

This section explains a central **tenet** of economics.

creditor

n. a person, company, etc. to whom a debtor owes money

(1) the **creditor's** claims, (2) bankrupt **creditor**

I asked the lawyer to initiate **creditor** negotiations for voluntary liquidation.

determinant

n. a factor, circumstance, or condition that contributes to the shaping, influencing, or determining of a particular outcome or result

synonym : cause, factor, element

(1) environmental **determinant**, (2) a **determinant** of crop

yields

One **determinant** of success is having a positive attitude and a strong work ethic.

Session 2: Spelling

1. a det_____nt of crop yields *n.* a factor, circumstance, or condition that contributes to the shaping, influencing, or determining of a particular outcome or result
2. mu___r a greeting *v.* to say something very quietly; to complain about somebody or something under one's breath
3. negative ste_____pes *n.* a fixed and unvarying idea or image that people have about what someone or something is like, but which is often not true in reality and may cause hurt and offense
4. em_____r my life *v.* to give someone the power or authority to do something
5. ov_____ct to the criticism *v.* to react more strongly or excessively than is necessary or appropriate
6. avoid ste_____pe *n.* a fixed and unvarying idea or image that people have about what someone or something is like, but which is often not true in reality and may cause hurt and offense
7. ha___s the enemy *v.* to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention
8. a fundamental te__t of Judaism *n.* one of the fundamental ideas or beliefs upon which a theory or broader group of views is founded

ANSWERS: 1. determinant, 2. murmur, 3. stereotype, 4. empower, 5. overreact, 6. stereotype, 7. harass, 8. tenet

9. political pl_____ok *n.* a set of strategies or tactics used in a particular situation, often in a business or political context; a guidebook or manual that outlines a specific plan of action
10. em_____r the secretary to do the same *v.* to give someone the power or authority to do something
11. overcome sel_____bt *n.* lack of confidence in one's abilities or oneself
12. out_____rm the human brain *v.* to be or do something compared to others of a similar type
13. ind_____us student *adj.* hardworking, diligent, and persistent in effort
14. non_____ent resources *adj.* not real; not existing or having no real existence
15. st_____d duties *n.* a person responsible for the management and care of another's property or for the supervision of the domestic staff of a large household or organization; a person in charge of arranging for the supply of food to a college, club, etc.
16. the decline in am_____la activity *n.* one of two parts of the almond-shaped neural structure that are linked to emotions, especially fear and pleasure, memory, and the sense of smell
17. ov_____ct with anger *v.* to react more strongly or excessively than is necessary or appropriate
18. und_____ted data *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized

ANSWERS: 9. playbook, 10. empower, 11. self-doubt, 12. outperform, 13. industrious, 14. non-existent, 15. steward, 16. amygdala, 17. overreact, 18. underrepresented

19. critical ac___n *n.* the ability to make sound judgments and quick decisions, especially when it comes to business or financial matters
20. ba_____re big time *v.* to have an opposite and undesirable effect to what was intended; to make a sudden noise like an explosion
21. financial ac___n *n.* the ability to make sound judgments and quick decisions, especially when it comes to business or financial matters
22. ba_____re spectacularly *v.* to have an opposite and undesirable effect to what was intended; to make a sudden noise like an explosion
23. st_____d service *n.* a person responsible for the management and care of another's property or for the supervision of the domestic staff of a large household or organization; a person in charge of arranging for the supply of food to a college, club, etc.
24. flexible mi_____t *n.* the established set of attitudes or fixed ideas held by someone
25. bacteria on pe__i dishes *n.* (petri dish) a small, clear, and round dish with a lid used in laboratories, especially for growing bacteria
26. feel und_____ted *adj.* not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
27. op_____ne occasion *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose

ANSWERS: 19. acumen, 20. backfire, 21. acumen, 22. backfire, 23. steward, 24. mindset, 25. petri, 26. underrepresented, 27. opportune

28. presently non_____ent *adj.* not real; not existing or having no real existence
29. allied di_____at *n.* a person appointed by a government to conduct diplomacy (= the management of relationships between countries) with one or more other countries or international organizations
30. con_____ly aware of a problem *adv.* with awareness; in a deliberate manner
31. spiral of sel_____bt *n.* lack of confidence in one's abilities or oneself
32. out_____rm other countries *v.* to be or do something compared to others of a similar type
33. expel a di_____at *n.* a person appointed by a government to conduct diplomacy (= the management of relationships between countries) with one or more other countries or international organizations
34. the cr_____or's claims *n.* a person, company, etc. to whom a debtor owes money
35. basic te__ts *n.* one of the fundamental ideas or beliefs upon which a theory or broader group of views is founded
36. act con_____ly *adv.* with awareness; in a deliberate manner
37. in_____a resistance *n.* the quality or state of being inactive, sluggish, or slow to move or act
38. pe__i dish test *n.* (petri dish) a small, clear, and round dish with a lid used in laboratories, especially for growing bacteria

ANSWERS: 28. non-existent, 29. diplomat, 30. consciously, 31. self-doubt, 32. outperform, 33. diplomat, 34. creditor, 35. tenet, 36. consciously, 37. inertia, 38. petri

39. tw__k the economy *v.* to pinch or squeeze something sharply; to adjust something finely
40. ha___s with constant criticism *v.* to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention
41. tw__k his cheek *v.* to pinch or squeeze something sharply; to adjust something finely
42. bankrupt cr____or *n.* a person, company, etc. to whom a debtor owes money
43. mu___r at low wages *v.* to say something very quietly; to complain about somebody or something under one's breath
44. environmental det_____nt *n.* a factor, circumstance, or condition that contributes to the shaping, influencing, or determining of a particular outcome or result
45. the mi____t in an education system *n.* the established set of attitudes or fixed ideas held by someone
46. pl____ok strategy *n.* a set of strategies or tactics used in a particular situation, often in a business or political context; a guidebook or manual that outlines a specific plan of action
47. Newton's law of in____a *n.* the quality or state of being inactive, sluggish, or slow to move or act
48. ind_____us worker *adj.* hardworking, diligent, and persistent in effort
49. an op_____ne remark *adj.* suitable or happening at a time that is suitable or convenient for a particular purpose

ANSWERS: 39. tweak, 40. harass, 41. tweak, 42. creditor, 43. murmur, 44. determinant, 45. mindset, 46. playbook, 47. inertia, 48. industrious, 49. opportune

50. am____la damage

n. one of two parts of the almond-shaped neural structure that are linked to emotions, especially fear and pleasure, memory, and the sense of smell

ANSWERS: 50. amygdala

Session 3: Fill in the Blanks

1. The coach's _____ helped the team win the championship.
 - n.* a set of strategies or tactics used in a particular situation, often in a business or political context; a guidebook or manual that outlines a specific plan of action

2. I asked the lawyer to initiate _____ negotiations for voluntary liquidation.
 - n.* a person, company, etc. to whom a debtor owes money

3. They consistently _____ other teams in the league.
 - v.* to be or do something compared to others of a similar type

4. One _____ of success is having a positive attitude and a strong work ethic.
 - n.* a factor, circumstance, or condition that contributes to the shaping, influencing, or determining of a particular outcome or result

5. Changing _____ about LGBTQ requires considerable effort.
 - n.* a fixed and unvarying idea or image that people have about what someone or something is like, but which is often not true in reality and may cause hurt and offense

6. He didn't _____ the plan, even though he had time.
 - v.* to pinch or squeeze something sharply; to adjust something finely

7. The object's _____ kept it moving in a straight line until acted upon by an outside force.
 - n.* the quality or state of being inactive, sluggish, or slow to move or act

ANSWERS: 1. playbook, 2. creditor, 3. outperformed, 4. determinant, 5. stereotypes, 6. tweak, 7. inertia

8. She _____ to the situation and caused unnecessary stress.
v. to react more strongly or excessively than is necessary or appropriate
9. The _____ on the flight was very helpful in assisting passengers with their needs.
n. a person responsible for the management and care of another's property or for the supervision of the domestic staff of a large household or organization; a person in charge of arranging for the supply of food to a college, club, etc.
10. The phone rang at the most _____ time.
adj. suitable or happening at a time that is suitable or convenient for a particular purpose
11. _____ communities need more support and resources to achieve equity.
adj. not adequately or proportionately represented, often in terms of a particular group, population, or perspective being excluded or marginalized
12. The company _____ employees to buy low-price items without approval to achieve efficient purchasing.
v. to give someone the power or authority to do something
13. He was known to be very _____ and would often work late into the night.
adj. hardworking, diligent, and persistent in effort
14. She was constantly _____ by her ex-boyfriend and had to get a restraining order.
v. to annoy, torment, or pester persistently; to subject someone to repeated or chronic attacks or unwelcome attention

ANSWERS: 8. overreacted, 9. steward, 10. opportune, 11. Underrepresented, 12. empowered, 13. industrious, 14. harassed

15. The company's decision to lay off a large number of employees _____ as it led to a decrease in productivity.
- v.* to have an opposite and undesirable effect to what was intended; to make a sudden noise like an explosion
16. He always _____ at the ill-treatment.
- v.* to say something very quietly; to complain about somebody or something under one's breath
17. His business _____ helped him make intelligent investments and grow his portfolio quickly.
- n.* the ability to make sound judgments and quick decisions, especially when it comes to business or financial matters
18. Glass _____ dishes are used to culture microorganisms.
- n.* (petri dish) a small, clear, and round dish with a lid used in laboratories, especially for growing bacteria
19. The _____ has been associated with memories of past emotional events.
- n.* one of two parts of the almond-shaped neural structure that are linked to emotions, especially fear and pleasure, memory, and the sense of smell
20. The senior _____ worked tirelessly to negotiate a peace treaty between the two countries.
- n.* a person appointed by a government to conduct diplomacy (= the management of relationships between countries) with one or more other countries or international organizations
21. The evidence for this theory is _____.
- adj.* not real; not existing or having no real existence

ANSWERS: 15. backfired, 16. murmurs, 17. acumen, 18. petri, 19. amygdala, 20. diplomat, 21. non-existent

22. Countries whose goal is economic development often focus on fostering an entrepreneurial _____ in each individual.

n. the established set of attitudes or fixed ideas held by someone

23. He _____ criticizes her in the publicity.

adv. with awareness; in a deliberate manner

24. I was filled with _____.

n. lack of confidence in one's abilities or oneself

25. This section explains a central _____ of economics.

n. one of the fundamental ideas or beliefs upon which a theory or broader group of views is founded

ANSWERS: 22. mindset, 23. consciously, 24. self-doubt, 25. tenet