



Raman Aulakh is a product manager in Silicon Valley. He is passionate about human psychology and has curious personality. He likes outdoors and particularly loves camping in the nature.

Growing up in a society where gender inequality is so normalized, I think most men are unaware of their biases. I have seen some extremes among my friends, coworkers and family – men who think inequality isn't an issue and men who 'think' they treat everyone equally. Men with extreme bias are an obvious problem that everyone is aware of, but men who consider themselves unbiased yet have intrinsic biases built into their minds need to realize that there is an issue before they can work on fixing the issue. And the reason I bring this up is because in this cohort there is a desire to be better and be unbiased. If they are made aware of their intrinsic biases and helped to change, they can be part of the task force that helps bring change at a bigger scale. Educating the people who want a change and helping them bring a change in themselves will go a long way. I have noticed that when men try to correct other men on their gender biased behavior, men are more receptive to feedback or at least take a pause to think about it. Of course it depends on how people are approached when given feedback but I think men can communicate their concerns better using their 'bro' language so the point is made without seeming ashamed. I do my best where I can in helping people see their biases when I'm among coworkers, friends and family. I hope to bring change by changing the way I myself perceive situations around me.

If we were to teach one thing to young boys for them to contribute to a prosperous world is that equality for women can only result in benefit for all. There is no threat to men if women get opportunities; it's not a zero-sum game. I have worked with some brilliant women in my career and I am thankful for the men and women who gave these women the opportunities to move ahead and claim their spot in their profession and in society. Also, teaching young boys the importance of being sensitive is critical for their overall growth. It's a well-known fact now that EQ is an essential trait of good leaders. But EQ should not only be present in selective context. Being emotionally smart means seeing the other's perspective and extending a helping hand. Ideally, it would be great to understand and help finding solutions for a world with equality for everyone. However, I think being aware of, paying attention and being sensitive to the challenges women face on a daily basis is the first step to making a contribution.