

## PRESS RELEASE: Lawyer provides missing half of Sandberg's *Lean In*

## A practical tool for those seeking gender equality

VANCOUVER, BC, June 21, 2016 – Maureen F. Fitzgerald, PhD, Gender Diversity Advisor and former lawyer, releases a new book about the real barriers that hold women back at work.

Titled, ***Lean Out – How to Dismantle the Corporate Barriers that Hold Women Back*** this book is the “missing half” of Sheryl Sandberg’s book *Lean In* and teaches women **and men** how to dismantle the institutional barriers, not just personal barriers, that keep women from rising to the top of corporations.

As an expert on gender, Dr. Fitzgerald was surprised that Ms. Sandberg wrote a *self-help* book urging women to work even harder. As Fitzgerald says,

“Most of us know that women are falling off corporate ladders and suffer unfairness in ways that males do not. But somehow we fall for the popular myth that women are to blame. We call it a women’s problem and urge women to be tougher and more courageous – but that has never brought about gender equality.”

Motivated by her own shame at having fallen for this empowerment rhetoric (as a young lawyer) and spurred on by her fear that her own daughters might fall for the self-help industry, Dr. Fitzgerald decided to tackle the roots of the problem once and for all.

In her words, **“There is absolutely nothing wrong with women, but there is something very wrong with the way we treat them.** If women only knew about the extensive academic research on barriers and biases, they wouldn’t be so easily misled and could focus on the real problem.”

This book is a synthesis of the research on corporate gender bias and is written in plain language. It not only describes the 20 main barriers that women face but also provides 20 specific strategies to be used by any organization wishing to advance women, including: don’t fall for the pipeline theory; notice the absurd expectations we place on women; don’t expect women to be mini-men; and reject outdated stereotypes. The book concludes with a one-page list of strategies called a manifesto for change.

Written with wisdom and humor this book is an inspiring call to action and a blueprint for change – not just for women, but for our families, our organizations and our whole society.

Available on Amazon <http://www.amazon.com/Lean-Out-Dismantle-Corporate-Barriers/dp/0993984045>



“Brilliant. Beautifully researched. Sometimes terrifying. Always riveting!”  
–Tracy Theemes, MA, CFP, Financial Advisor, Sophia Financial Group

“A Must Read!” –Karin Mizgala, CEO and co-founder of Money Coaches Canada

“Everyone should read this book. It is a clear and powerful call to action to bring about workplace equality.” –Sandra Herd, Lawyer and Executive Director of *Awkward Stage Productions*.

**About the Author:** Maureen F. Fitzgerald, PhD is a Gender Diversity Advisor. She helps corporations and governments build gender balanced organisations. Fitzgerald practiced labor and policy law for 20 years and taught at two universities. She has a business degree (BComm); a law degree (JD); a masters of law degree (LLM); a doctorate degree (PhD) and is the author of 12 books - on topics such as bullying, gender diversity and human resources.



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