From conversations with community stakeholders and those committed to improving the lives of women and girls, Chicago Foundation for Women learned that ending gender bias and increasing economic security will create a pathway to a fuller and more vibrant life for all.

Ending gender bias? Yes, that’s a pretty ambitious goal, but we’re confident that in the city that makes “no small plans,” we can achieve it, especially if we work together.

What’s the first step to getting there? Talking about the issues! That means women and girls, men and boys sitting down and having a conversation about gender bias and how it impacts all of us. That is what Talk It Out is all about.

Thank you for hosting a Talk It Out conversation and sharing your ideas. Thank you for helping us take another step closer to making Chicago the best and safest place for women and girls to thrive.
How to Host a Conversation

Whether you’re a student or parent, a young professional or corporate executive, anyone can host a Talk It Out conversation.

Take your weekly team meeting, family dinner, or even coffee with friends and Talk It Out. It’s easy!

Sample Questions

These questions are meant to guide the conversation! Depending on your industry or who your guests are, you may have different questions to ask. Get creative and add your own!

- What does gender bias mean to you?
- Are you aware of your own bias?
- Talk about a time you were treated differently because of your gender?
- How does faith or spirituality impact gender equality?
- Are women held to higher standards of competence than men, why or why not?
- Are women expected to carry heavier loads of service work than men?
- Do women get more pushback than men if they show anger?
- What steps do you take to keep yourself safe from sexual assault?

Want more ideas and materials to get the conversation going? Visit the Resource page at www.cfw.org/100-percent. There you’ll find videos and articles about gender bias - what it looks and sounds like for different people, including boys and men.
Conversation Wrap Up

- How could men and boys help lead the movement for gender equality?
- What will it take to make Chicago a fair place for all women to live and work?
- What will you do to end gender bias in your daily life?

What Happens After You ‘Talk It Out?’

Chicago Foundation for Women gets to work! If you have not done so yet, be sure to sign up to be 1 of the 100% at www.cfw.org/100-percent/#be-one, so we can stay in touch and keep you updated on progress. Shortly after Talk It Out, we will also send out a survey. Hearing what you learned, and what strategies you propose, will help us achieve our goal of ending gender bias by 2030. Talk It Out is the first major initiative of The 100% Project, which is a completely partner-driven effort. That means after participating in Talk It Out, you are officially a partner in The 100% Project!

Don’t Forget!

Follow Chicago Foundation for Women on social media to see how other Chicagoans plan to end gender bias and to learn more about The 100% Project. #TalkItOut | #100PercentCHI