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**ENGR 303 Gender and Engineering**

**1. What in the two readings is important to you and why is it meaningful to you ?**

My instant reaction after finishing up with the readings was mind-boggling. I was shaken up when I came to know the amount of difference that goes into the thought process of men and women when both are dealing with the same circumstances and the amount to research going on Brain Science. And the only way to address this issue is to learn how to leverage these differences without demeaning any of the person just based on their gender. We are supposed to be open to understand and value every person's opinion without any discrepancy. My major observation was that biological and cultural differences influenced by environment and intelligence level add up to create disparity between men and women on the bias for their gender. Another part of this reading that drew my attention was that the culture that prevails in an organization is solely responsible for the gender intelligence level maintained in that workplace. I came across various examples in the book which highlights the fact that balancing out the number of people in the company doesn't account to its productivity unless and until everyone is aware on how to deal with the opposite gender and work collectively in a group. Less time must be invested on introspecting other's way of looking at things. I strongly feel that 'Equality and Equity' is the main idea that is to be incorporated in the workplace to make it more satisfactory to work for both men and women. Another meaningful insight that I grabbed from the reading is the analogy that Michael Gurian used with the lighthouse and the ship to depict the importance to maintain the balance between gender roles, gender differences along amidst establishing the fact to focus on the nurture and nature of different people. During my previous work experience, I have faced similar situations at my workplace where it was projected that men more capable of getting things done quickly since they have fewer commitments toward their family. Women, on the other hand, had a lot of things parallelly occupying their minds along with work, but they are capable enough to finish up tasks as quickly as others do.

**2.  What questions do you have about what you have read?**

I've often questioned why men are given such a high priority for higher positions but women are forced to settle for lower positions while having the same qualifications as their male counterparts. Why are almost all workplaces dominated by men? Is it just because they are regarded as more powerful than the other gender?

**3. Have you already taken any action or changed your behaviour, based on your new understanding?  Have you had a conversation or taught anyone else what you are learning?**

I was able to create a perspective to look at one's perspectives beyond their gender roles and distinctions as a result of these readings. The concept regarding gender differences that had been deeply embedded in my brain had taken on a whole new meaning after reading these books. I saw how much emphasis was placed on how vital it is for men and women to collaborate and work together to add value to everyone's ideas and to benefit the organisation as a whole. From now on, I will make every effort to close the gender gap that exists in today's society.

**4. Write a sentence or two on “What I would like to get out of the class”.**

I'd like to learn more about the gender inequalities that exist in today's society, as well as how to overcome this weakness in the system and cope with it on a personal and professional level without harming others.