

JIM C – QUIZ OF THE WEEK

MONDAY – 09/15/08

Although the phrase glass ceiling is a business metaphor, many political candidates find themselves bumping their heads on it.

HOW DID THE TERM “GLASS CEILING” ORIGINATE?

***Definition:* An attitudinal or organizational bias in the work force and society that prevents women and minorities from advancing into leadership positions. In ascending the corporate ladder, the word “*ceiling*” implies that there is a limit to how far someone can climb.**

***Origin (wisegeek.com):* Gay Bryant wrote an article in *Adweek* containing the first documented use of the term in 1984. The term “*glass ceiling*” became a permanent part of the American lexicon with a subsequent article in the *Wall Street Journal* published on March 24, 1986 by Carol Hymowitz and Timothy Schellhardt.**

However, the term was previously used by Katherine Lawrence and Marianne Schreiber at Hewlett-Packard in 1979.

***Key Indicator:* Equal pay for equal work is still a goal; in the 1960s women made only 59 cent for every one US dollar men made. By 2005, that ratio improved to 77 cents for every dollar.**

***CW:* Glass Ceiling = Artificial Bias That Blocks Potential**

***Moment of Zen:* Small cracks often lead to fundamental change**