

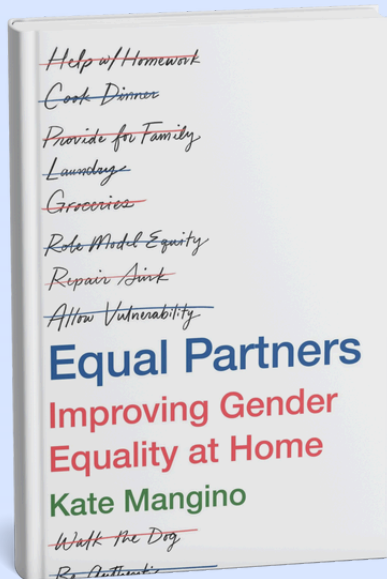
# kate mangino



speaking+  
consulting

Kate has a PhD in Human Rights and Social Development. Realizing that her strength lies in her comfort with having difficult conversations, she has focused on addressing social norms for attitude and behavior change. She has lived in nine countries, partnered with dozens of organizations, and worked with thousands of people. Since publishing Equal Partners, she has recorded 50+ podcasts and written numerous articles. Kate is also a wife, proud mom of two, and “gets” how hard it all is sometimes.

“We are surrounded by social norms that most of us don’t even see. When we’re on auto-pilot, these norms restrict our choices and influence our actions. But when we see these norms, and find the words to talk about them, we have the power to re-write them.”



 St. Martin's Press

*published & featured in*



**TIME**  
**Harvard  
Business  
Review**

**GOOD  
HOUSEKEEPING**

**SLATE**



*The Atlantic*

*and many more...*

## Equal Partners: Improving Gender Equality at Home

**An informed guide to how we can all collectively work to undo harmful gender norms and create greater household equality.**

"Mangino's sharp insights into contemporary gender dynamics persuasively argue that there remains much to be done to achieve equality between partners... The result is a vital manual for understanding how gender norms shape domestic life and how readers can change the script."

—Publisher's Weekly

## what people are saying about Kate...

"Thank you for an amazing session. The response was absolutely phenomenal and it was clear that the topics resonated with so many of our colleagues from all walks of life."



"Thank you so much for spending the afternoon with us! It was such a powerful topic and workshop. The data and tactics you present are so important for so many workplaces and homes."

**AVEVA**

"I'm in awe of how easily Kate navigates language and issues that are often sensitive. We loved working with her, and based on the thoughtful questions we received, it's clear this topic resonated with our audience."

**care.com**

"Kate's presentation was FANTASTIC. Her calm, collected, kind and empathetic way of communicating really connected with the audience."

**doximity**

"Our organization engaged in a month-long workshop with Kate, and it was an incredibly powerful learning experience for two dozen dads...myself included! Kate's down-to-Earth approach to the work truly met dads where they're at, and led to a comfortable and engaging learning environment."



"As always, your talk was powerful and inspiring. We were so impressed by the audience's level of engagement. Your relatability made it easy for them to ask questions and share."

 **THE OHIO STATE UNIVERSITY**  
COLLEGE OF MEDICINE

## SPEAKING TOPICS

Kate's expertise invigorates organizations by shining light on hidden dynamics. By discussing social change within workplace groups, Kate opens space for participants to finally put words to things they have felt and struggled with for years. Participants leave feeling validated, heard, and energized by the message that everyone has the power to make changes. Kate's speaking events are an investment in staff wellness, leading to improved productivity, profitability, retention and recruitment.

### KEYNOTE OPTION 1

#### **Masculinity in the Workplace: A Challenge or an Opportunity?**

Is Mark Zuckerberg right – do we need more “masculine energy” in the workplace? Is more aggression the answer? In a no-blame, direct way, Kate breaks down the shifting gender dynamics of the past 50 years and how workplace norms have and haven't kept up. (Spoiler: women don't want special treatment; they want equal treatment. And most men don't benefit from tough guy masculinity.) Kate maps out strategies for teams and organizations to help everyone come out ahead.

### KEYNOTE OPTION 2

#### **Breaking Norms: Rethinking Our Actions at Work and Home**

(Makes a great sequel to Option 1)

Social norms permeate our lives at work and at home, subconsciously influencing our decision-making and limiting our choices. But we don't have to abide by them. We can write our own norms! Kate helps participants see the norms surrounding them and guides groups through intentional norm-breaking. Kate takes the conversation beyond the superficial, providing real solutions that benefit individuals, teams, and organizations.



Kate approaches sensitive topics firm in the belief that, “no one is the bad guy, and no one is at fault.” Her work is not anti-men. Instead, she encourages all participants to examine the social structures we grew up in and to carefully evaluate the system – not the individual.

## CUSTOM WORKSHOP FACILITATION

Ready to invest in employee wellness and set a trajectory for sustainable change? Kate can work with your group to create a tailored event centered around the unique needs of your organization. [Contact Kate](#) for a free 30-minute consultation to brainstorm about what this might look like for you.

### Kate's events...

- Put words to feelings
- Validate experiences
- Focus on practical changes

## CONSULTING

Kate is a social scientist with a PhD in Human Rights and Social Development and 20+ years of experience working to change harmful social norms.

### *Kate's style*

- Direct, clear, calm, and measured.
- Always uses participatory, people-centered methodologies.
- An empathetic listener.
- Understands that the process is just as important as the product, and prioritizes relationship-building along the way.
- Comfortable tackling uncomfortable conversations.
- Dedicated to high-quality results and return on investment.

### *Kate in action*

After two leaders unexpectedly left a multi-year \$10-million start-up project in the same month, the team was under tremendous pressure and struggling to meet client objectives. Kate wrote a new internal Operations Manual, facilitated partner relationships, mentored new hires, and within six months helped the project meet client expectations and deadlines.

A professional association's long-serving director was forced out after allegations of abuse. After meeting 1-on-1 with every employee and board member, Kate facilitated a new strategic planning process to address concerns and improve internal communications. The organization emerged more confident, productive, and committed to a new path forward.

Tens of thousands of Ukrainian women and children fled to Romania following the Russian invasion. These women were grieving the losses of their homes, families, and jobs. When contacted by a Corporate CSR, Kate drew upon her crisis support training to design and deliver a compassionate weekly program for 50+ Ukrainian refugees, supporting them through their first 18 months in Romania.

[katemangino.com/consulting](https://katemangino.com/consulting)



## Hire Kate for...

### 1 SUBJECT MATTER EXPERTISE

Kate specializes in helping companies creatively integrate gender expertise to ensure their products, marketing, training, and communications are gender-aware. Do you want a marketing campaign to resonate with young women? Do you want to craft a CSR project that serves a need and helps meet organizational objectives? Kate brings key research and practical applications to your work, to create something imaginative that puts your product ahead of the rest. She is not just an “ideas person” — she takes ownership of deliverables like toolkits, videos, reports, curriculum, workshops, and events. Kate can make your projects stronger.

### 2 TURNING POLICY INTO PRACTICE

Creating policy is just the first step — making it work is the real challenge. Policies often fail because underlying social norms remain unchanged. Take parental leave: many men have the benefit but don't use it, fearing it sends the wrong message to management. The norm — not the policy — drives behavior. To turn policy into practice, you must identify and shift these norms. Using proven methodologies, Kate helps organizations bridge the gap between aspiration and action, ensuring gender and inclusion goals become everyday reality.

### 3 FIXING TEAM FRICTION

Organizations often face internal challenges — staff misalignment, poor communication, low morale — which impact productivity. Policies alone won't fix everything; sometimes, you need new norms. Kate often gets called in at a company's lowest point — and she doesn't mind! Kate listens, uncovers unspoken issues, and identifies the underlying norms causing friction. Most importantly, she helps design solutions. She'll help you pinpoint what's really going on and implement changes that make things better.

### 4 FACILITATION

Whether you're hosting a retreat, planning strategy, onboarding, or navigating change, Kate can guide the conversation. No topic is off-limits — Kate handles tough discussions with care, empathy, and compassion. Her goals are to ensure everyone feels heard, compromises are made, and a clear roadmap forward is agreed upon.

### 5 COMMUNICATIONS

The language we use matters, especially as gender terminology evolves. Kate helps translate complex ideas into clear, jargon-free communication, ensuring your messaging stays current. Want to see her work? Check it out [here](#).



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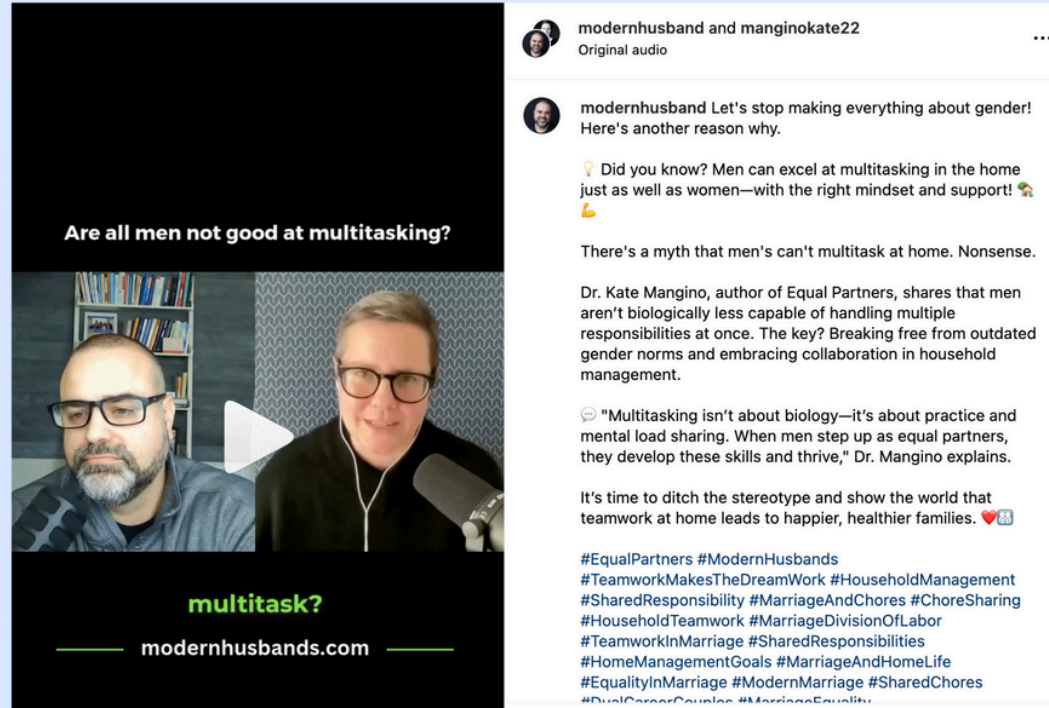


## COLLABORATIVE PARTNERS

Sometimes messages about equality and masculinity don't really sink in until a man says them – or it comes from a man's story, experience, or perspective. Kate recognizes the power of adding male voices to the conversation, and she can work with male partners to co-facilitate events.


[Click here](#) for more information, bios, and photos for Keegan Albaugh, Emiliano Diaz de Leon, Ed Frauenheim, Kip Ioane, Jeff Matsushita, Brian Page, and Joe Vess.

Along with their professional work, these seven men are all fathers and husbands – and, honestly, they're all good guys. None of these men are pretending to be someone they are not; they bring honesty, candor, humor and kindness to hard conversations. Kate is proud to call these men her collaborators and friends.




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## Contact:

 [askkatemangino@gmail.com](mailto:askkatemangino@gmail.com)

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 [linkedin.com/in/katemangino](https://www.linkedin.com/in/katemangino)

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