

kate mangino



speaking

Kate has a PhD in Human Rights and Social Development. Kate worked internationally as a Gender Specialist for years and felt increasingly frustrated by the persistent gender imbalances in her own community; what Kate really wanted was to address gender norms at home. This resulted in new research based in the United States and Canada, and resulted in the publication of her debut book. Since Equal Partners came out in June 2022, Kate has recorded more than 80 podcasts and interviews and has written numerous articles about household balance and gender norms. Kate is also a wife, proud mom of two, and “gets” how hard it all is sometimes.



 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 workplace dynamics. By discussing social change within work 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

Looking at Masculinity in the Workplace:

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 WORKSHOPS & MORE...

Ready to invest in employee wellness and set a trajectory for sustainable change? Kate can work with your group to meet 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...

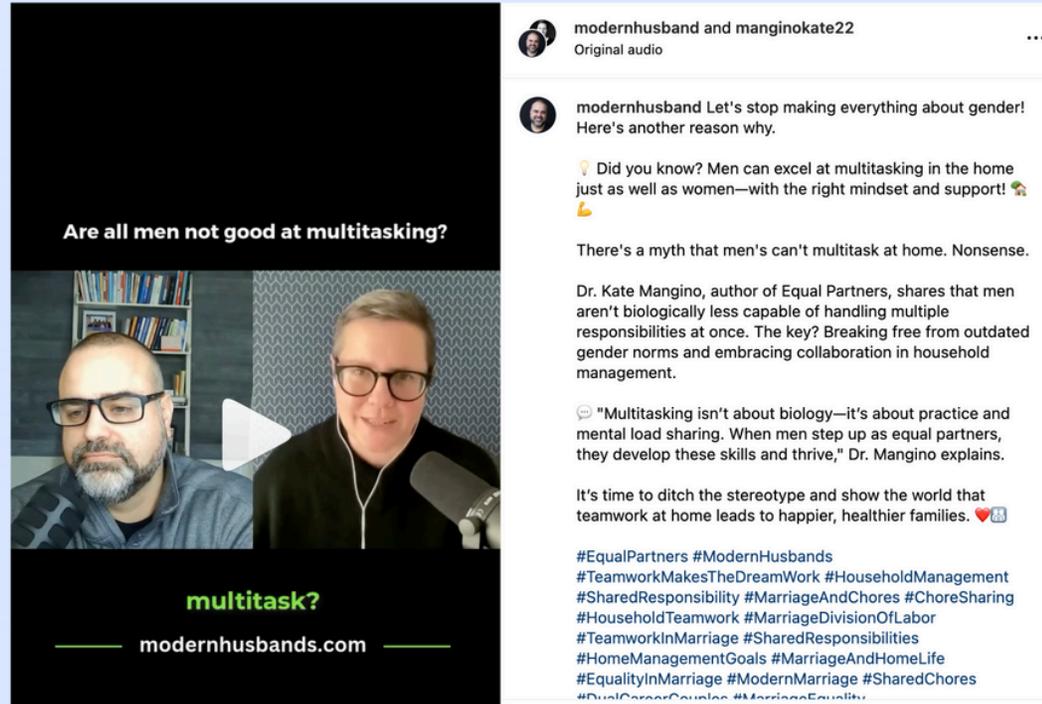
- Put words to feelings
- Validate experiences
- Focus on practical changes

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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