

Name: _____

Date: _____

M. Rosemond, Ph.D. Shatter Model - Measure Your Distance from the Glass Ceiling

Z U Y P Z N T D G P G E N D E R N E U T R A L E
V M T O R G A N I Z A T I O N A L C U L T U R E
U L I O D M Y P Q J I D N I L B R O L O C O E T
L P L J J W G A A J P J M S I C A R Y V L R S U
N Z A W Q V R U E T O L S E F J H U T K C J C P
E T N E M E G A N A M E C R U O S E R N A M U H
R N O I S S E R P P O F O S M E T S Y S K B Y I
A U I K N O I T A N I M I R C S I D O T H D V A
B R T D G I X G Z R E Z Z H L Z W Z V Q Y D I P
L C C B H T Y M E N I L E P I P C R J G E C A R
E S E Z R Q D I J V R T T D M T B G S T L J H A
P W S F O S Y S T E M S O F A D V A N T A G E U
O A R W C A R E E R A D V A N C E M E N T H G N
P O E K I K J E C T J K C E A T T W S Q J A J I
U N T J Q U X Y L B V G W B B O V N N M F V E G
L E N I L V K O N S I G N I L I E C S S A L G P
A M I E J R R L E P A G Y A P R L D B N D Y K Z
T Z F G K N L P S L A S T H I R E D W A M U P C
I L C L U B A M V Y H Q P Y X G C T A X F T R W
O D J B S C O E N A G E N D E R L E X H M M U C
N L J T F H F I R S T F I R E D K A N M T N K Z
S N U L A N O I T N E T N I N U B W F Y J B N E
J Z Y S E E Y O L P M E D E V R E S R E D N U G
O P E B B J J F B H X W E N V H S W P Q Q I V R

Human Resource Management
Organizational Culture
Career Advancement
Discrimination
Glass Ceiling
Last Hired
Gender

Under-served Employees
Systems of Oppression
Intersectionality
Pipeline Myth
Color Blind
Employee
Racism

Vulnerable Populations
Systems of Advantage
Gender Neutral
Unintentional
First Fired
Pay Gap
Race