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When the first edition of our book *Breaking Through Bias: Communication Techniques for Women to Succeed at Work* was published in 2016, we focused on implicit (unconscious) gender bias and the ways that woman could

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communicate to avoid or overcome gender bias in gender biased workplaces. Since that time, we have watched dramatic changes—some positive, some negative—in the conversations about and positions of women in the workplace.

**Reflections on the
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