ABSTRACT: There is a need for increased attention to gender and work life inclusion and career equality from an organizational science lens. In this presentation, I review the state of the science identifying relevant perspectives and interventions. While I believe there are many factors contributing to the women’s career equality gap, the impact of work-family/life relationships and career linkages are under-emphasized in current diversity and inclusion conversations. I suggest target areas for organizational interventions involving leader and peer socialization, and job and career redesign. The work-family research overly focuses on individual role conflict and balance tradeoff assessments, and lacks integration with the broader careers organizational literatures. This gap is holding back understanding of the broader economic and socio-cultural contexts and macro-micro dynamics in which women’s individual work-life and career experiences are embedded, which limits policy innovation.