



## Father of a Daughter Initiative

A Program from YWomen Corporate Gender Consulting

As the father of a daughter, I will **LISTEN, LEARN, LEAD** and have the **WILL** to advocate for the recruitment, advancement, retention and equitable treatment of women in the workplace.

I am making this commitment in support of my daughter(s):

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### As the Father of a Daughter, I pledge to do one or more of the following...



**Seek to Understand** – Find a female co-worker, someone I can have an honest conversation with, and listen to the experiences she is having as a woman in my company.



**Mentor and Sponsor** – Mentor a female co-worker. If applicable, become a sponsor for a woman.

**Create a Business Case** – Write a brief business case for my department or area of responsibility for women regarding revenue, talent or engagement and discuss it with my team once a month during the coming year.



**Set An Example to Correct Bias** – Act to correct micro bias; from simple things like always having a woman take notes, to women being talked over in meetings or other actions that serve to exclude women from conversations and activities.

**Embrace Workplace Flexibility** – Support and demonstrate workplace flexibility for all employees, so that women don't feel they are being singled out for special treatment.

**Offer Encouragement** – I will encourage women to take more risks, volunteer for stretch projects, and discuss and support their developmental needs.



**Support Gender Pay Equity** – Deepen my understanding of my company's HR practices, specifically gender pay equity issues and work to correct issues I discover.

**Encourage Qualified Women to Apply** – Urge qualified women to interview for positions when they become available, and if I cannot find a qualified one, commit to developing a woman for the next opening.

**Engage other Men** – Engage other fathers of daughters in the discussion of advancing women.

**Be a Champion** – Demonstrate my commitment by joining/attending a women's resource group or event. Be a visible advocate.

Name: \_\_\_\_\_

Date: \_\_\_\_\_