

# Woman Championing Women





A program from YWomen Corporate Gender Consulting

**As a woman, I understand that I have a unique and special opportunity to become a role model to support, teach and become a visible advocate for the recruitment, advancement, retention and equitable treatment of women in the workplace.**

**I am making this commitment in support of my (mother, daughter/son, niece/nephew, grandchild, and co-worker(s)):**

---

**I will commit to do one or more of the following:**

	<p><b>Seek to be Understood</b> – I will have an honest conversation with a male co-worker, about my experiences as a woman in our company. I will encourage him to listen to understand and to have similar conversations with women of color and other minorities.</p>
	<p><b>Mentor and Sponsor</b> – Mentor a female co-worker. If applicable, become a sponsor for a woman. Offer to discuss my career and path with young women and if I am able sponsor them for advancement.</p> <p><b>Write the Business Case for Women</b> – Create and drive conversations regarding the 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.</p>
	<p><b>Set An Example to Correct Bias</b> – Act to correct micro bias; from simple things like always having a woman take notes, to women being talked over in meetings, be mindful of the impact my words and actions can have on other women.</p> <p><b>Embrace Workplace Flexibility</b> – Support and demonstrate workplace flexibility for all employees, so that women don't feel they are being singled out for special treatment.</p> <p><b>Support Other Women</b> – Encourage women and other minorities to take more risks, volunteer for stretch projects. Reach out to them to discuss and support their developmental needs.</p>
	<p><b>Discuss Gender Pay Equity</b> – Deepen my understanding of my company's HR practices, specifically gender pay equity issues and work to correct issues I discover.</p> <p><b>Encourage Qualified Women to Apply</b> – 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.</p> <p><b>Engage Men</b> – Encourage men, especially fathers of daughters, to become involved in the discussion about advancing women.</p> <p><b>Be a Champion</b> – Demonstrate my commitment by taking a leadership role in my company's/industry's women's resource groups. Be a visible advocate.</p>

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