

ADVOCATING FOR WOMEN

A program from YWomen Corporate Gender Consulting

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:

I pledge to do one or more of the following...



Seek to Understand – I will have an honest conversation with a female co-worker about her experiences as a woman in our company. I will listen to understand and will have similar conversations with women from a variety of backgrounds to listen and learn about their experiences.



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, be mindful of the impact my words and actions can have on other people — especially women.

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.

Support Other Women – Encourage women and other minorities to take more risks, volunteer for stretch projects, discuss and support their developmental needs.



Discuss 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 Men – Engage men, especially, fathers of daughters in the discussion about advancing women.

Be a Champion – Demonstrate my commitment by taking a leadership role in my company's/industry's women's resource groups. Be a visible advocate.