

GENDER ADVOCACY PROFILE (GAP)

Tips and Tools to Become an Effective Advocate

Now is the time to advocate for change and cultivate allies and champions to create and sustain diverse workplaces.

Advocacy is a process. It starts with understanding where you are currently and how you put your beliefs into action on a daily basis.

Each of us approaches championing women at work in different ways. Have you ever wondered where you are on the advocacy continuum and what else you could do to create a more inclusive and diverse workplace?

To learn more, simply answer the following 20 questions. This quiz is designed to focus on the workplace and dynamics of gender equity. While it is impossible to separate your business life from personal life, as you read the questions, please focus on your workplace environment and your current personal beliefs.

NOTE: *This is not a clinically validated test. It is a guide to help you assess further exploration of your advocacy.*

GENDER ADVOCACY PROFILE QUIZ

SECTION ONE

	Strongly Disagree	Somewhat Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
1. It is important to recognize and identify gender differences in communication and work styles.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Performance evaluations and hiring decisions should be reviewed to ensure gender equity and fairness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. It is important for women to be mentored by both men and women.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. It is important to understand other viewpoints when working with people of the opposite gender and backgrounds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Leveraging women in the workplace is important to the success of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Organizations should be visible in articulating the value of gender parity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Each of us has a direct responsibility to address negative behavior toward women and other co-workers in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Everyone should seek feedback to better gauge others' perceptions of them as gender advocates.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. To achieve gender equity in the workplace, all women must act as allies and advocates for each other.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. It is important for organizations to acknowledge individuals in my organization, regardless of sexual orientation, gender identity or gender expression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your Total Responses for Each Column	_____	_____	_____	_____	_____

SECTION TWO

	Never	Seldom	Sometimes	Usually	Most of the Time
1. I engage in dialogue on gender differences in the workplace.	<input type="radio"/>				
2. I examine my personal gender biases when making performance and hiring decisions.	<input type="radio"/>				
3. I seek opportunities for mentoring and coaching from other women, men, and people with backgrounds different from my own.	<input type="radio"/>				
4. I acknowledge that there are differences between my communication and working styles and I seek to bridge the differences.	<input type="radio"/>				
5. I identify and encourage qualified women to apply for positions and special projects.	<input type="radio"/>				
6. I am authentic and visible in articulating the value of gender parity to my organization.	<input type="radio"/>				
7. I confront negative behavior toward women and other co-workers in the workplace.	<input type="radio"/>				
8. I ask trusted female colleagues for feedback on how I am perceived as a gender advocate.	<input type="radio"/>				
9. I am mindful to engage women who are not supporting and advocating other women.	<input type="radio"/>				
10. I tell others about my intentions and actions as an advocate for all individuals in my organization, regardless of sexual orientation, gender identity or gender expression within my organization.	<input type="radio"/>				
Your Total Responses for Each Column	_____	_____	_____	_____	_____

CALCULATING YOUR SCORE

For each section, total the number of responses in each column.

Section One: _____ **Section Two:** _____

Score yourself as follows:

Each response in column 1 = 1 point; in column 2 = 2 points; in column 3 = 3 points; in column 4 = 4 points; in column 5 = 5 points.

Take your Section One total points and divide by 10. **This is your Section One score:** _____

Take your Section Two total points and divide by 10. **This is your Section Two score:** _____

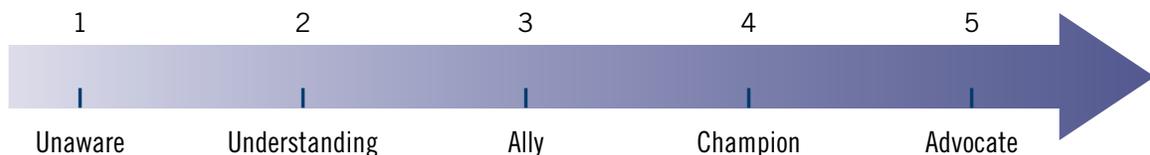
SECTION ONE: Attitudes and Empathy

Section One is designed to assess your Attitudes and Empathy regarding Gender Equity in the workplace. Your score indicates how you *think* about gender equity. These beliefs are created from the experiences from our lives, our unconscious bias and your belief in the need for fairness in the workplace.

SECTION TWO: Efficacy and Activism

Section Two is designed to assess your Efficacy and Activism regarding Gender Equity in the workplace. Your score reflects the *actions* you choose to take, or not take, to demonstrate your commitment to gender equity. While based on belief structures, these are more than likely learned behaviors and/or may also be reflective of your environment and workplace culture.

Gender Advocacy Profile Continuum



Plot your **Section One** score with an *X*. Plot your **Section Two** score with a *Y*.

Unaware

You may not realize you are hindering equality in the workplace. You may be indifferent to the concept of building male allies in the workplace. Perhaps you are uncertain about why there needs to be a focus on advancing women. To further your journey toward understanding and advocacy:

- Seek opportunities to engage in conversations with women and underrepresented people about their experiences in the workplace.
- Examine your attitudes and behaviors toward women in the workplace.
- Attend a women's resource group meeting at your company or in your local community.

Understanding

You express some interest and/or desire to engage women in the workplace. On occasion, you look for opportunities to engage women in the workplace. However, you may not yet have clarity or see meaningfulness in the business case for advancing women. To broaden your commitment to gender equity at work:

- Increase your awareness of company policies and programs that support gender equality in the workplace.
- Consider and discuss the business case for women in your organization regarding women as both consumers and customers. Also discuss the War for Talent and the need to attract and retain women.
- Identify one thing each day you can do to engage female team members in meaningful project work.

Ally

You see a need to engage women in the workplace, and you do what has been established for you to do to ensure women are included. To continue moving further along the continuum toward advocacy and bringing change to your organization:

- Seek opportunities beyond your department to advance women in the workplace.
- Identify one or two things you can include in your performance plan or business plan that include specific actions to partner with women.
- Reflect on your reasons for trying to create an equitable workplace. Think about how you can help others recognize the need for an equitable workplace, too.

Champion

You are a great partner to women. You advocate by showing support for women's advancement through activities such as mentoring, sponsorship (if appropriate), delegation of work assignments and model inclusive behavior. As a gender champion, consider how you can make more impact:

- Localize the business case for advancing women in the workplace. Leverage the organization's business case for women and make it specific and tangible for those in your department. If your organization doesn't have a business case for women, partner with women and other male allies of women in the workplace to propose one.
- Model behaviors that demonstrate equitable workplace practices including discussing pay equity, formal sponsorship of women and unconscious bias in the hiring process.
- Seek opportunities to drive change in your department or the broader organization.

Advocate

You are a true gender advocate. You express empathy to the causes of women in the workplace. You make intentional choices and take intentional actions to advance women in the workplace and are visible with your support to encourage others to participate.

- Continue to seek to understand the female perspective of working in your organization.
- Use your knowledge and understanding of the gender equity issues to inform and influence decision making at your organization.
- Continue to drive the business case for women, evolving and pioneering new ways of furthering women's advancement.

UNDERSTANDING YOUR SCORE AND NEXT STEPS

Which section did you score higher in, Attitudes/Empathy or Efficacy /Activism? _____

What are your thoughts? _____

As a result of taking the GAP, I will take these three actions during the next 45 days:

1) _____

2) _____

3) _____

This quiz is designed to encourage more people to leverage their voices, intentions and actions to support diversity and the advancement of women. It was developed by Rachana Bhide, founder of *The Corner of the Court Project*, success stories of men who support diversity, and Jeffery Tobias Halter, corporate gender strategist and president of YWomen, a consultancy dedicated to engaging men to advance women in the workplace.