

# 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:*

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NAME(S)

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



## LISTEN

**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.



## LEARN

**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 women 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.



## LEAD

**Set an Example to Correct Bias** — Act visibly and vocally to correct microaggressions, like always having a woman take notes, women being talked over or interrupted in meetings or other actions that serve to exclude or diminish women from conversations and work activities. Be mindful of the impact my words and actions can have on other people — especially women.

**Embrace Workplace Flexibility** — Support and embrace workplace flexibility for all employees, so that women don't feel singled out for special treatment.

**Support Other Women** — Encourage women, especially women from under-represented groups, to take more risks, volunteer for stretch assignments. Reach out to them to discuss and support their developmental needs.



## THE WILL

**Support Equitable HR Practices for All Levels** — Deepen my understanding of my company's HR practices, specifically gender pay equity, hiring and performance reviews. Ensure that all levels of the organization are using diverse hiring slates and panels, paying particular attention to first-level roles. Work to correct any issues I discover.

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

**Engage Men** — Engage others, especially men, in the discussion about advancing women. I will personalize the invitation to get their interest, engagement and commitment.

**Be an Advocate** — Demonstrate my commitment visibly by taking a leadership role in my company's/industry's women's resource groups.

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SIGNATURE

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DATE