

# Advocating for Women of Color

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 of color in the workplace.

During the coming year, I pledge to do one or more of the following...



## LISTEN

**Reach Out and Listen** – I will actively seek out and listen to personal stories about bias and mistreatment in our company. I will be sensitive and genuine in my approach, realizing that not all women of color will be ready to share their experiences. I will resist the urge to compare her experiences with my own experiences at the company.



## LEARN

**Engage With the Research** – I will seek out and examine the research done on the experiences that women of color are having in the workplace. I will find and share current research with my team once a month during the coming year.

**Mentor and Sponsor** – I will seek out both formal and informal opportunities to serve as a mentor for a woman of color, realizing I will learn as much from her as she will from me. If applicable, I will sponsor her for roles with greater responsibilities.



## LEAD

**Understand My Privilege** – I will seek to understand that privilege exists as part of a majority group, and it is often invisible to those who have it. I will choose to read and learn more about the privileges that I have and talk to other men about privilege.

**Set an Example to Correct Bias** – I will be mindful of the impact words and actions can have on other people. I will act visibly and vocally to correct microaggressions, such as women being talked over or interrupted in meetings or other actions that serve to exclude or diminish women from conversations and work activities.

**Actively Confront Discrimination When I See It** – I will support and embrace a workplace of inclusion and zero tolerance for racial discrimination. I will have discussions around the concepts of “Covering” and the “Only” experience. I will support fully inclusive work environments where everyone can bring their whole self to work. I will create teams with diverse members to reduce and eliminate the “Only” experience.



## HAVE THE WILL

**Support Equitable HR Practices for All Levels** – I will deepen my understanding of my company’s HR practices, specifically gender pay equity, hiring and performance reviews. I will investigate whether all levels of the organization are using diverse hiring slates and panels, paying particular attention to first-level roles, and I will work to correct any issues I discover.

**Encourage Qualified Women to Apply** – I will urge qualified women of color to interview for positions when they become available and champion them with the hiring manager. If I cannot find a qualified candidate, I will commit to developing a woman of color for the next opening.

**Engage Men and White Women** – I will engage others in the discussion about advancing women of color. I will invite men into the conversation and work to be a constructive part of the solution to secure their interest, engagement and commitment.

**Be an Advocate** – I will demonstrate my commitment visibly and vocally to support racial equality by committing to all the advocate activities outlined above.

SIGNATURE

DATE

\*The term “Women of Color” in this context incorporates the Catalyst definition from its February 2021 women of color [research](#) and builds on it to be both inclusive and to acknowledge the different experiences and backgrounds of people who are Black, Brown or African American, Hispanic or Latina, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander, along with Women of Color who identify as Trans and Gender Non-Binary.