



Father of a Daughter Initiative

A program from YWomen Corporate Gender Consulting

As the father of a daughter, 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 my daughter(s):

NAME(S)

As the Father of a Daughter, I pledge to do one or more of the following...



LISTEN

Seek to Understand — Meet with a female co-worker with whom I can have an honest conversation and listen to the experiences she is having as a woman in my company.



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 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 during meetings or other actions that serve to exclude or diminish women from conversations and work activities.

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

Offer Encouragement — Encourage women to take more risks, volunteer for stretch assignments and discuss and support their developmental needs. Amplify their work when opportunities arise.



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 other Men — Engage more men, especially fathers of daughters, in the discussion of advancing women.

Be an Advocate — Demonstrate my commitment visibly by joining/attending a women's resource group meeting or event.

SIGNATURE

DATE