

Women Championing Women

A program from YWomen Corporate Gender Consulting

As a woman, I understand that I have a unique and special opportunity to become a role model to support, teach and become a visible advocate for the recruitment, advancement, retention and equitable treatment of all women in the workplace.

I am making this commitment in support of my (mother, daughter/son, niece/nephew, grandchild, and co-worker(s):

NAME(S)

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



LISTEN

Seek to Understand — Have an honest conversation with a male co-worker about my experiences as a woman in our company. Encourage them to listen to understand and to have similar conversations with women from a variety of backgrounds to hear about their experiences.



LEARN

Mentor and Sponsor — Mentor a female co-worker. If applicable, become a sponsor for a woman. Offer to discuss my career and path with young women, and if I am able, sponsor them for advancement.

Write the Business Case for Women — Create and drive conversations regarding the 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. Be mindful of the impact my words and actions can have on other women.

Embrace Workplace Flexibility — Support and demonstrate 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 and 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, and if I cannot find a qualified candidate, commit to developing a woman for the next opening.

Engage Men — Encourage men, especially fathers of daughters, to become involved in the discussion about advancing women. I will personalize the invitation to encourage their interest, engagement and commitment.

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

SIGNATURE

DATE