

# Actions for Advocates

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 all women and other underrepresented groups in the workplace, utilizing a lens of intersectionality; realizing that everyone's experiences are unique.

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



## LISTEN

**Reach Out and Seek to Understand** – I will actively seek out and listen to personal stories about their experiences in our company. I will be sensitive and genuine in my approach and, I will resist the urge to compare their experiences with my own experiences at the company.



## LEARN

**Mentor and Sponsor** – I will seek out both formal and informal opportunities to serve as a mentor for all underrepresented individuals, realizing I will learn as much from them as they will from me. If applicable, I will sponsor them for roles with greater responsibilities.

**Engage With the Research** – I will seek out and examine the research regarding the experiences marginalized and underrepresented groups are having in the workplace. I will find and share current research with my team once a month during the coming year.



## LEAD

**Create a Departmental Business Case** – I will create a departmental business case for diversity, equity and inclusion for my department or area of responsibility highlighting revenue, talent, or engagement. I will discuss it with my team once a month during the coming year.

**Encourage Qualified Applicants to Apply** – I will urge qualified individuals to apply for open positions and champion them with the hiring manager. If I cannot find a qualified candidate from an underrepresented group, I commit to developing a woman for the next opening.

**Demonstrate Inclusive Leadership** – I will be mindful of the impact words and actions can have on other people. I will act visibly and vocally to correct microaggressions or other actions that serve to exclude or diminish individuals from conversations and work activities. I will create teams with diverse members to reduce and eliminate the “Only” experience.



## THE WILL

**Actively Confront Discrimination When I See It** – I will work to create and embrace a fully inclusive work environment where everyone can bring their whole self to work. I will support and embrace a policy of zero tolerance for sexism, racism, and all forms of discrimination.

**Understand and Talk with Others About Privilege** – I will acknowledge my privilege exists as part of a group I belong to due to my gender, race, socio-economic or other factors. I will choose to read and learn more about the privileges that I have and talk to others about privilege.

**Engage Men** – I will actively engage others, specifically men, in taking actions for advocates. 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 equality for all underrepresented or marginalized groups by committing to the advocate activities outlined above.

SIGNATURE

DATE