



Engaging All Allies

Moving from Awareness to Advocacy

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President YWomen

Three Business Challenges

- 1) The Future of Work
- 2) Barriers Still Exist
- 3) Actions for Advocates

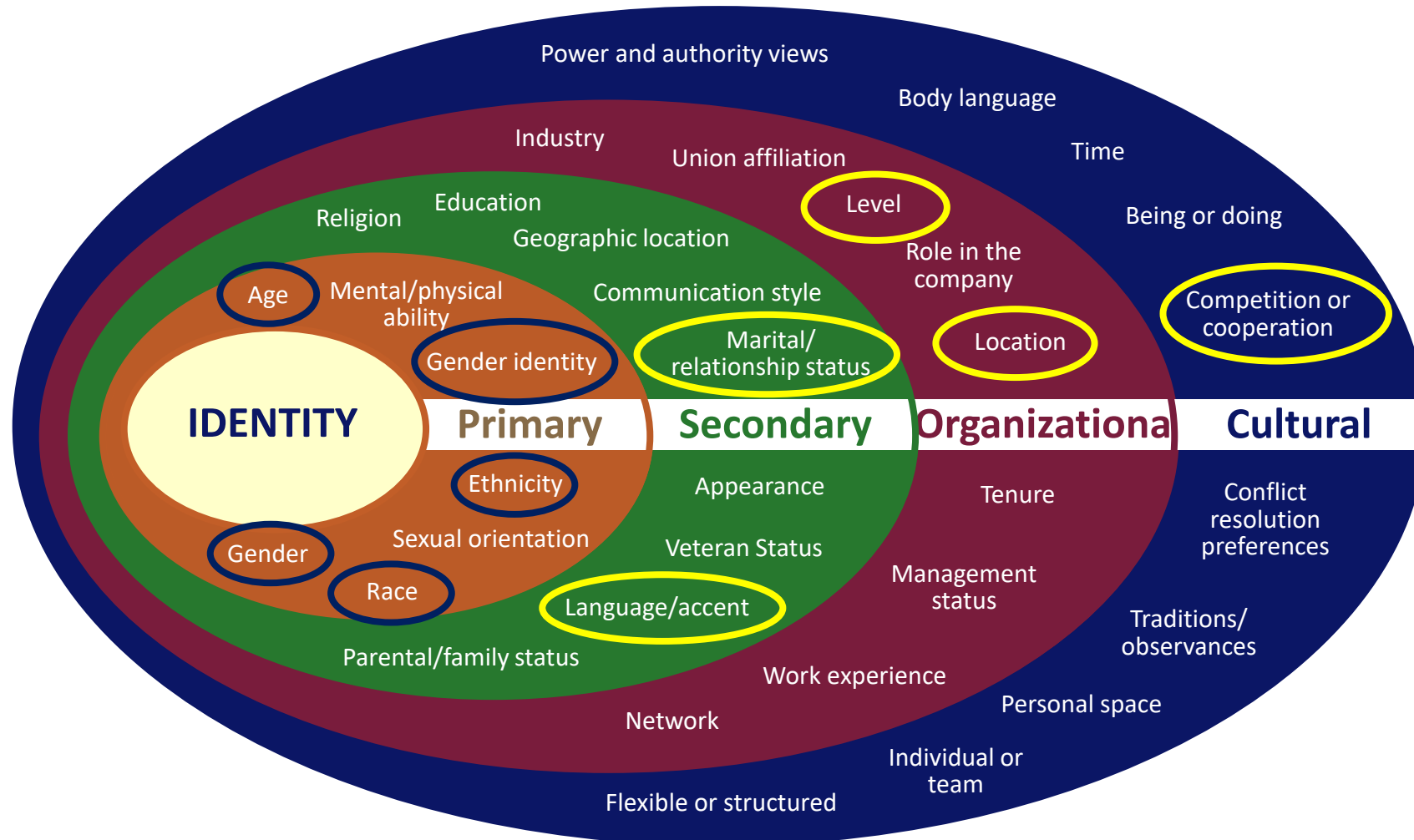
Setting Context

allyship [al-ahy-ship], noun

The status or role of a person who advocates and actively works for the inclusion of a marginalized or under-represented group; not as a member of that group but in solidarity to its struggle and point of view.

- Allyship does not come with any special rewards
- Allyship often takes place when the marginalized or under-represented group are not present
- Allyship is a verb, requiring visible and vocal action
- Allies utilize their privilege and take actions to drive change
- Allyship is intersectional

Intersectionality - All Dimensions of Diversity are Important and Interconnected



The Leadership Imperative

Move the entire organization to a deeply internalized approach regarding differences, executed with a sense of urgency, to create competitive advantage



Control What You Can Control

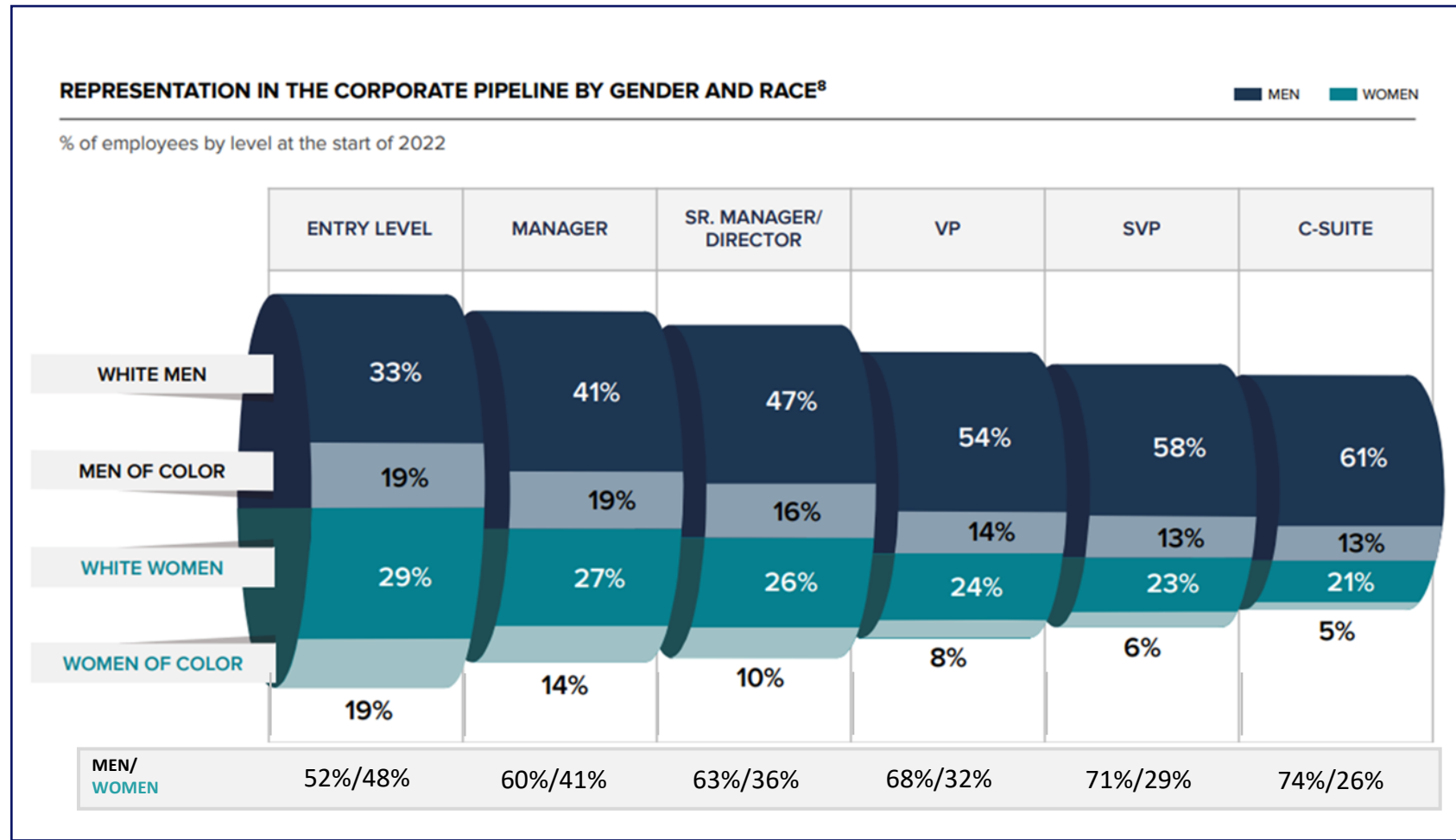
Your role
is to influence
Advocacy
within your span
of control





The Future of Work

The Pipeline Today



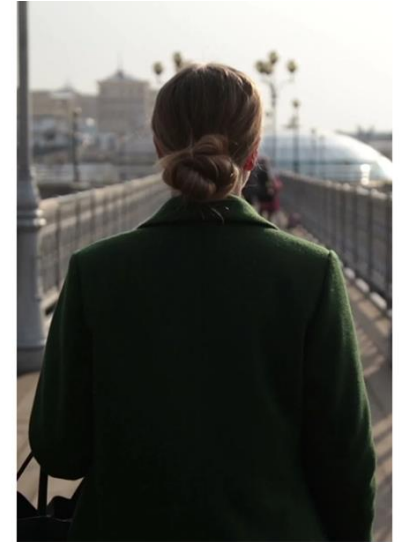
Two Pipeline Issues

- The Broken Rung - Women are left behind from the beginning
 - First-level promotion, for every **100** men
 - **72** Women
 - **58** Black Women
 - **68** Latina Women
- More women leaders are leaving their companies at the highest rate in years
 - For every **one** woman at the director level who gets promoted to the next level, **two** director level women leave



Barriers/The Great Break-Up

- Women at all levels are walking away
- Though just as ambitious as men, they face headwinds that make it harder to advance
 - Microaggressions
 - Having their judgement questioned
 - Being mistaken for someone junior
- Seeing little to no movement of women into Sr. Leadership
- Lots of talk, very little action



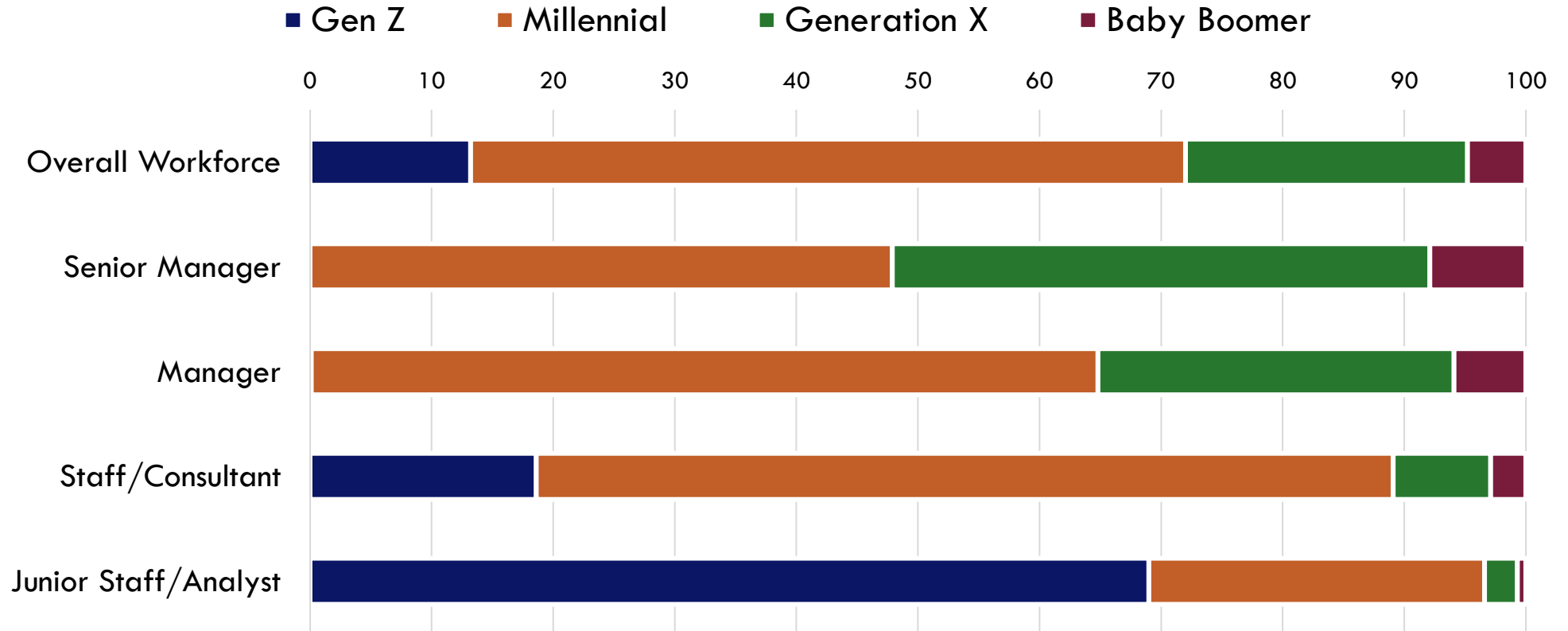
When tops Where!

- More women globally women left their jobs in 2022 due to inflexible hours rather than inflexible location policies.
- **Less than 25%** of women surveyed said they currently have a high degree of flexibility over when and where they work.
- **97%** of women believe asking for flexible hours could hurt their promotion opportunities
- **95%** feel that even if they do get flexibility, their workload won't be adjusted fairly



The Great Resignation/The War for Talent

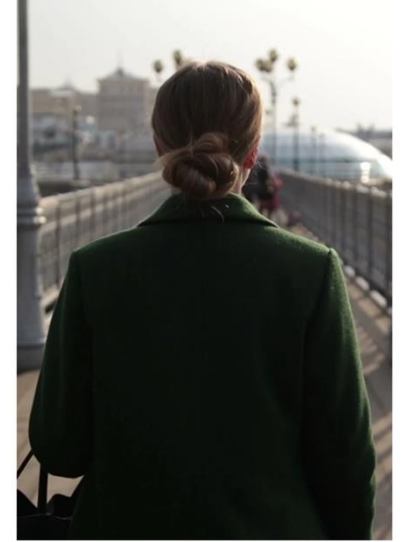
US workforce representation by generation (%)



- Millennials represent 65% of Managers
- Millennials and Gen Z represent 87% of less tenured levels

What is the Greatest Challenge for Your Company

- Broken Pipeline Issues
- The Great Break-Up
- When tops Where
- The New War for Talent



Barriers Still Exist

Barriers Holding Women Back

Women face everyday discrimination

- My expertise/judgement is questioned
- Women are rarely asked to represent their company at industry events
- Being addressed in a less than professional manner
- Demeaning remarks about you or people like you



Barriers Holding Women Back

Microaggressions are
a reality - 64%

- Interrupting a woman, talking over her
- Taking more questions from men than women
- Mistaken for someone at lower level
- Expecting women to do the “office work”



Barriers

Women are often the “only” one

- Still common
 - **20%** Women
 - **45%** Women of Color
 - **37%** Men of Color
 - **70%** Gay Men
 - **76%** Lesbian Women
- Experience a higher percentage of microaggressions
- Forced to “cover” at a greater level than the majority



Women of Color Face Even Greater Challenges

- Less than **1 in 3** Black women report that their managers have checked in on racial violence
- Black women are **almost twice as likely** to say they can't bring their whole self to work
- Many say they **prefer working alone** from home to avoid “workplace inequities”



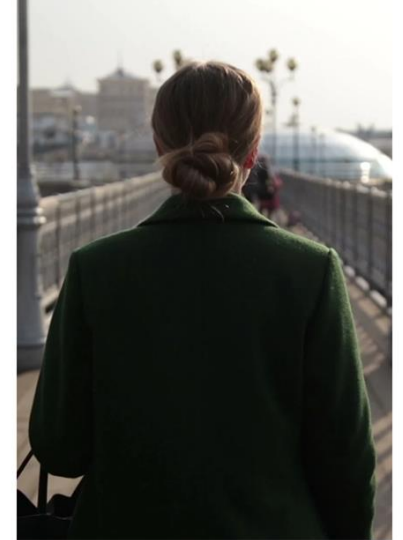
Allyship Commitment is Non-Existent

61% of men and **65%** of women say they are allies for people of color at work

Ally Action	Men	Women
Actively listen to personal stories about bias and mistreatment	32%	52%
Publicly acknowledge and give credit for work and ideas	34%	45%
Actively confront discrimination when I see it	32%	35%
Take a public stand to support racial equality	26%	32%
Mentor or sponsor one or more women of color	8%	12%

What is the Greatest Challenge for Your Company

- Women face everyday discrimination
- Microaggressions are a reality
- Women are often the only one
- Women of Color face even greater challenges



Action For Advocates

Barriers and Solutions to Advocacy

Barrier

Lack of Empathy

Apathy

Lack of
Accountability

Fear

Barriers and Solutions to Advocacy

Barrier	Solution	Action
Lack of Empathy	Listen	Have a conversation
Apathy	Learn	Engage in the data
Lack of Accountability	Lead	Control what you can control
Fear	Have the Will	Personal connection

Actions for Advocates

- Reach Out and Seek to Understand
- Mentor and Sponsor
- Engage with the Research
- Create a Business Case
- Encourage Qualified Applicants to Apply
- Demonstrate Inclusive Leadership
- Actively Confront Discrimination
- Understand and Talk About Privilege
- Engage Men
- Be an Advocate

Download at www.ywomen.biz

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 _____

YWomen
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Action Planning

What three actions can you take when you get back to your company

- Personal
- Departmental
- Organizational

Download a free copy of this presentation at:
www.ywomen.biz



Questions