

# 5 THINGS YOU CAN DO TO SUPPORT GENDER EQUITY AT WORK

## SPEAK UP

Advocate for colleagues by speaking up when you hear comments or conversations that are gendered, sexist, racist or otherwise inappropriate.



## BE A MENTOR

Studies show that mentoring reaps benefits for all involved. As a mentor, you have the opportunity to share strategies for successfully navigating professional pathways. Mentors are often role models. Show others the way and advocate for their success.

## NETWORK WITH INTENTION

Stop trying to schmooze people that don't hold similar values to you. Think about the groups you want to be affiliated with and meet up with them.



## BE GOOD TO YOURSELF

Lead by example and take care of yourself! You work just as hard as everyone else, so take your vacation time (and not just to take your kids to the doctor). Remember that you are worthy and you don't have to keep proving yourself...you belong! By demonstrating this confidence and that you value yourself, others will take note.

## ADVOCATE FOR THE VOICE NOT IN THE ROOM

Many of us are still in situations where diversity isn't visible in every meeting. Often we deal with top-down infrastructures that are insular and unresponsive to new perspectives. Remember, if someone isn't there or if a group clearly isn't represented it is okay to suggest widening the circle. The time to include "others" is before starting.



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