

# Empowering Gender Equity: Challenging Bias, Championing Change

Creating a gender-equitable workplace begins with noticing the everyday biases that shape our decisions and interactions. This session explores how gender stereotypes and microaggressions influence workplace experiences, and how small, intentional actions can foster inclusion.

Participants will learn how to recognise gender bias, call in microaggressions with care, and take practical steps to champion equity, building a workplace where everyone feels respected, valued, and supported.

## Learning Objectives

- Identify how biases appear in daily workplace behaviours.
- Recognise and call in microaggressions using respectful, constructive approaches.
- Apply practical strategies to advocate for and champion gender equity at work.

## Content Outline

### Understanding & Addressing Gender Bias

- Where Bias Shows Up
- Unpacking Gender Bias and Unconscious Bias
- Importance of Recognising our Biases

### Recognising and Challenging Microaggressions

- Microaggressions at workplace
- Calling out vs Calling in
- How to Call In Constructively (Observer)
- How to Respond to Microaggressions (Receiver)

### Practical Ways to Champion Gender Equity

- In the Moment: Challenge Gender Stereotypes and Biases
- Daily: Inclusive Communications Technique
- Long-term: Be an Ally to Your Colleague