

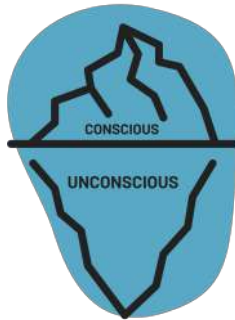
# Empowering Gender Equity: Challenging Bias, Championing Change

## Key Takeaways

1

### Gender Bias

Refers to **any stereotypical beliefs or biases** about individuals based on their **gender**. These biases can manifest in various ways, including **language use** and **how individuals are treated**.



#### Two Types of Bias

- **Explicit Bias:** Conscious and intentional (e.g., "I don't think women should lead.")
- **Unconscious Bias:** Automatic, ingrained stereotypes (e.g., assuming women aren't tough enough for high-pressure roles)

2

### Recognising and Challenging Microaggressions

Microaggression refers to **indirect, subtle, or unintentional** discrimination against members of an often marginalised group

#### Consider the Right Moment

Decide whether to speak up **in the moment or in private**.

- **In-the-moment:** Use neutral corrections to keep the flow (e.g., pronoun reminder).
- **Private setting:** Allows for deeper, judgment-free conversation.

#### Reflect on Your Relationship

Tailor your approach based on **how well you know the person**.

- **Close colleague:** Direct, personal conversation.
- **Less familiar:** Consider their openness and involve trusted peers if needed.

#### Acknowledge Your Own Knowledge

**Be honest** about your familiarity with the topic.

- If unsure, learn more before speaking up.
- **Focus on impact over intent:** "I know you didn't mean it that way, but it landed as..."

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## Key Takeaways

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### From Bystander to Ally: Practical Ways to Champion Gender Equity



#### In the Moment

#### Challenge Gender Stereotypes and Biases

Addressing a bias when you see it



#### Daily

#### Inclusive Communications Technique

Regularly use inclusive language



#### Long-term

#### Be an Ally to Your Colleague

Actively supporting your colleagues and fostering a culture of respect

### Need a bit more help?

Speak with your coach to explore ways to call in microaggressions, and build confidence and inclusion at work.



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