



When Women Speak, Business Should Listen

Team Member Names

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What is the Problem?

Women's voices are systemically muted as a result of white supremacy culture and the inertia of the status quo.

Why does it matter?

Without women's voices being more equitably recognized/heard:

- Women will continue to leave the workforce
- Businesses will not be able to thrive – internal workplace culture and engagement will suffer and businesses will not be able to achieve their full potential

Recommendations...

FOR THE ORGANIZATION

- Diverse perspectives drive innovation, be intentional who is sharing what messages within your organization.
- Have tools in place to identify employee strengths, and leverage these strengths to ..
- Foster a company culture that promotes psychological safety for employees to share their views openly and in a space of no-judgement.
- Implement mentorship programs for your employee-base
- Provide workshops, trainings or coaching on communication, presentation skills and confidence building specifically targeting women.

FOR THE INDIVIDUAL

- Be aware of white supremacy culture and how they may be impacting your presentation/speaking style.
- Challenge gender bias both in yourself and in group dynamics.
- Advocate for women's voices and affirming their original ideas.
- Practice Self-Advocacy by:
 - Understand yourself and your values & your needs
 - Understand your context
 - Cultivate support
 - Communicate your needs
- Find your "Amplification Buddy" - someone who won't only be your cheerleader, but your ally (when you're in the room and not)

RESOURCES



- **Book:** The Leader's Guide to Unconscious Bias How To Reframe Bias, Cultivate Connection, and Create High-Performing Teams By Pamela Fuller
- **Website:** Women in the labor force : U.S. Bureau of Labor Statistics (<https://www.bls.gov/cps/demographics/women-labor-force.htm>)
- **Podcast:** HBR Women at Work
- **Book:** Dare to Lead Brave Work. Tough Conversations. Whole Hearts.