

Bias Interrupters – Strategies for Male Allies

1. How can you and others in your team/department intervene when the “stolen idea” occurs (where a woman suggests something and her idea is ignored but then a man repeats it and he gets credit)?
2. Where in your business processes might double standards be a concern (for example, in decisions re who to interview and hire, in performance evaluations or promotion decisions, etc.)? How can you address these situations – both proactively and in the moment?
3. You notice that women are being interrupted far more than men, or that women are speaking far less than men, during meetings. How can your team/department better structure meetings to address this problem?
4. When it comes to office housework, what sort of roles/tasks might women in your organization feel pressured to take on? How might you improve in this area?
5. How can you address disparities in assignments between men and women and achieve parity when it comes to who does glamor work vs. office housework?
6. Is there any work in your organization that is important but undervalued that seems to be performed largely by women? What could be done to raise that status of undervalued work and reward those who perform it in your organization?
7. How might your organization/team improve its performance evaluation processes to address issues raised in the webinar?
8. Does self-promotion play an important role in your organization/team in getting the word out about people’s accomplishments? How might you level the playing field to make sure women and diverse professionals aren’t harmed by this practice?
9. When it comes to women’s working relationships in your organization, what areas would you like to improve?
10. How can your organization’s women’s resource group or other diversity initiative(s) increase awareness of and address some of the patterns of gender bias raised in this webinar?