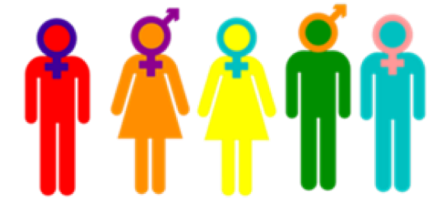
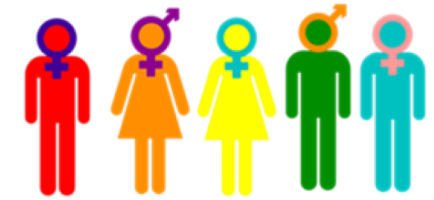


Gender Bias Transition Questions



Understanding Emotional Response	Balancing Rewards and Recognition	Recognizing Work/Life Balance	Eradicate Sexual Harassment Behaviors

Gender Bias Transition Questions



Understanding Emotional Response	Balancing Rewards and Recognition	Recognizing Work/Life Balance	Eradicate Sexual Harassment Behaviors
<p>What will do differently to improve your emotional reaction/ response with your team?</p>	<p>How are you increasing the number of women candidates for open positions on your team/company?</p>	<p>What steps are you taking to increase your understanding on how the women on your team manages their work-life balance?</p>	<p>What are you doing or not doing that helps women feel safe in your team/company?</p>
<p>What actions are you taking to show your own learnings and insights to your company?</p>	<p>What steps are you taking to create more balance in promotions/incentives between genders in your team/company?</p>	<p>How are you supporting their individual work-life balance requirements?</p>	<p>How are you setting an example in your team and company?</p>
<p>How will you help other Male Allies to learn from your experience(s)?</p>	<p>What are you doing to create more balance in recognition among genders in your team/company?</p>	<p>How do you manage your work-life balance and have you shared that with your team?</p>	<p>Look at the list of 27 things women do to protect themselves to identify the most suitable for your team/company</p>

Gender Bias Transition Framework

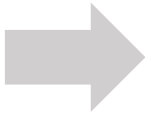
Understanding Emotional Response

Balancing Rewards and Recognition

Recognizing Work/Life Balance

Eradicate Sexual Harassment Behaviors

Self Reflection (YOU)
Observe, Interpret, Assess, Listen and Seek to Understand

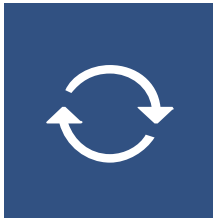


Identify The Correct Role:
Mentor, Coach, Advocate, Recruit Allies



Your Actions
Engage, Show Up, Speak Up, Orchestrate Conflict, Follow Up

Behaviors to Avoid



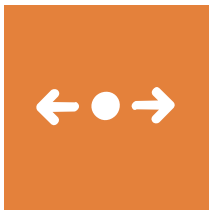
Prove it Again Bias



Tightrope Bias



Maternal Wall Bias



Tug of War Bias