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Gender Equity Program Advisory Committee: Tools

Tips for a More Equitable Workplace

Many of the differential behaviors that can negatively affect the workplace for both men and women are so subtle and inadvertent that many people rarely notice them.

- Listen equally and respectfully to male and female co-workers.
- Make eye contact equally with men and women when they are speaking.
- Use praise equally to reward effective male and female co-workers or supervisees.
- Avoid stories, jokes, or comments that demean women or any other specific group.
- Share workplace information equally with female and male co-workers and supervisees.

Who can I approach if I have concerns?

Given individual circumstances, concerns can be brought to different people, including:

- Your supervisor/advisor
- Your department chair/manager
- Human Resources personnel (Tina Betti, EEO Officer, x2705)
- Academic Programs Office personnel
- GEPAC members

Other Resources at WHOI

- WHOI Equal Employment Opportunity (EEO) Officer, Tina Betti, phone: x2705
- Womens' Committee of WHOI - www.whoi.edu/committees/women
- WHOI Diversity Committee
- Woods Hole Diversity Advisory Committee - www.woodsholediversity.org

Take an Implicit Association Test

You can learn more about implicit (unconscious) bias by taking an Implicit Association Test as part of the research conducted by Project Implicit (https://www.projectimplicit.net/index.html). You may prefer to examine general information about the IAT before deciding whether or not to proceed. For example, select the Gender-Science or Gender-Career test at: https://implicit.harvard.edu/implicit/selectatest.html

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