

PWN ISTANBUL ENGAGING MEN CHARTER

AT WORK

- Do I assign right people to the right job without gender bias?
- Do I support positive discrimination for gender balance? Positive discrimination to provide diversity? When faced with recruitment decision of both genders do I discriminate positively towards women?
- In our recruitment and promotion processes am I being unconsciously biased towards any one gender for specific positions or jobs? To avoid such situation do I make a conscious and special effort to provide a gender balance candidate pool? Do I raise a flag when I see the opposite being practiced? Do I check my own assumptions and alert others to the assumptions they make.
- Do I make sure HR designs and publishes role descriptions to make the roles more open for gender diversity?
- Do I consciously promote existing women role models in higher levels in the organisation?
- Do I make a distinct note in our leadership interactions that diversity generates better results?
- Do I promote the right candidates who have already had enough sensitivity and awareness on gender balance at critical positions? Is there any criterion or behavioural checklist that shows that these leaders have already demonstrated gender balance leadership behaviours, before they promote to critical roles?
- Do I select the right people to take care of gender balance projects at corporates?
- Am I a role model of (gender balance) behaviour and do I lead by example?
- Conflict of interest esp. Maternity leave benefits
- Do I personally watch out for equal opportunity treatment and equal pay
- Do I facilitate everyday life challenges for example commute to work ----> office. Create flexible working conditions favourable for all genders
- Do I put women clearly on succession planning radars? Do I encourage women to be on the radar?
- Do I watch out for conflict of interest in positioning of “maternity leave”?
- Do I watch for the tendency to think “incentives may be abused”. Do I make the incentives gender free?
- Do I watch out for unintentionally becoming biased? Am I aware of my own unconscious biases?
- Do I make a point of asking women how and what they experience at work, finding out what is holding us back in gender balanced leadership and constantly improve?
- Do I utilize mentoring in the organization effectively for this purpose?
- Do I correct everyday language (Not miss, but woman in Turkish)? Do I watch for sexist language and behaviour? Do I monitor how others and I speak to and about women? Check which metaphors are used or even exclude them completely. Reflect on alternative language that could be used.
- Do I stop locker room talk? (see Trump)
- Am I protective of women or treat them as equals, (stick shift)?
- Do I stick to our decisions even when it is “inconvenient” (see pregnant hiring)?
- Am I aware and watch out for needs at critical times for all genders such as pregnancy, after birth, childcare, marriage, honeymoon, holidays, parent-teacher meetings etc. and make sure our processes are not biased?
- Do I provide equal pay for work for women in my organization? (“Her husband makes good money” judgement)

- Do I make sure we track down HIPO women ---→personal mentor +”men”?
- Do I promote mentoring programs across the organization? Do I not only mentor but sponsor a woman by not only providing advice but also encouraging them to take developmental assignments.
- In training and development investment decisions do I positively discriminate for women?
- Do I have non gender biased focus on performance?
- Do I make sure for gender balanced leadership in team projects
- Do I make sure there is increase share of voice of women in the organization?
- Do I help establish women networks in the organization if necessary
- Do I know and help others know their rights in terms of modern flexible working options and make them available for all genders?
- When faced with situation where one gender is above all dominant, do I significantly notice it, question it, do I pay attention to gender diversity in meetings, panels, etc.? DO I make sure we find women experts in panels as well?
- Do I put gender balanced leadership issue on top management meetings? Do I encourage top management to do so? Do I promote sustainability of the issue rather than a timely fad?
- Do I encourage gender diverse social gatherings in corporate environment where men and women hang out together rather than separate?
- Am I protective of women or treat them as equals (stick shift)?
- Do I stick to our decisions even when it is inconvenient (see pregnant hiring)?
- Am I aware and watch out for needs at critical times for both genders such as pregnancy, after birth, childcare, marriage, honeymoon, holidays, parent-teacher meetings etc., and make sure your processes are not biased?
- Do not hide commitments outside work. Do I talk about them (dropping them at school, attending a parent teachers meeting, etc.)?
- Do I take visible responsibility for gender parity?
- Do I monitor meetings closely for potential gender bias? Think about ways to ensure that women are being heard and be aware that women might express themselves differently from men.

AT HOME

Do I really share care of children?

Do I support in house chores?

Do I share responsibilities & tasks at home in a gender balanced way?

Do I establish joint decision-making mechanisms in all decisions concerning the family?

In decision-making processes do I ask everyone's view & act upon it? Do I utilize the team approach?

Do I cook at home?

Do I accommodate ambition?

Do I encourage my spouse to work?

Am I a role model to children in this sense?

Kids, food, grocery shopping, do we share in a balanced way?

Are choices equal? At least in theory as a start...

Weekend chores/time/days/vacation, do I take turn in division of labor?

Do we give each other space and time for gender-biased time (girl time/boy time)?

Are we sure there are no gender role assignments (washing the dishes, emptying the trash, laundry, shopping, cooking, setting the table, etc.) to kids?

(I took the maternity leave when our first kid was born. This is a good way to support...)

Do I make sure that I support that my spouse works and thus there is balanced division of labor at home?

Do I raise the children without gender bias?

Do I notice practices in schools and warn the school as a parent for such gender biased activities?

Do I watch my language at home (my little girl, my big boy, etc.)?

When meeting outside with friends do I make sure we have mixed conversations, even seating arrangements?

Do I invite women to social gatherings not only men? Like watching a game, cards, etc