

# GENDER PARTNERSHIP

AND HOW TO BE

## AN EFFECTIVE GENDER PARTNER

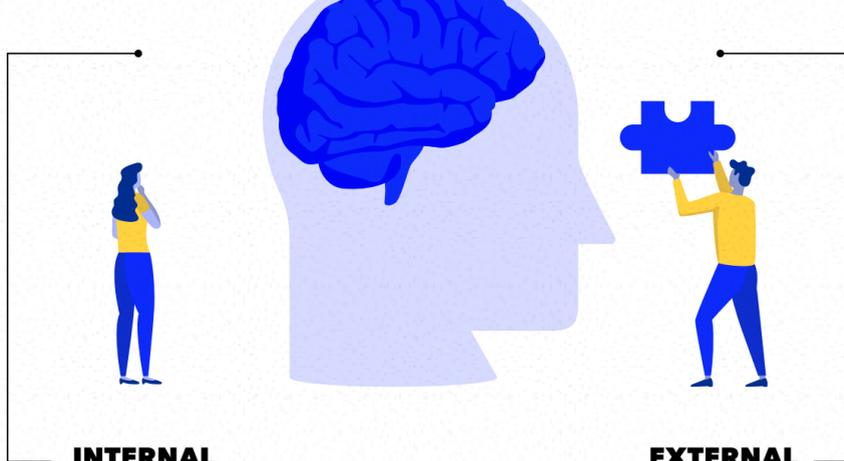
### What is gender partnership?

People of all genders:  
 (1) assuming mutual accountability for advancing gender equity and inclusion and  
 (2) working together to invest in and advance culture change for the benefit of everyone.

Download [Gender Partnership: What, Why, How](#) to learn more.



### GENDER PARTNERSHIP IS ABOUT DOING WORK THAT IS BOTH...



#### INTERNAL

Learning, reflecting, and introspecting to update how we think, behave, and view the world.

#### Example

Reflecting on your own biases and the ways in which you might be unintentionally perpetuating stereotypes about women and men in the workplace.

#### EXTERNAL

Taking actions informed by internal work meant to make meaningful change toward reaching gender equity.

#### Example

Reaching out to new parents (of all genders) to ask how they are doing and how you can support them in this new phase of their life.

## BECOME A GENDER PARTNER

IN 4 STEPS



### 1 Recognize that gender impacts everyone.

- We are all influenced by our gender. The norms and expectations imposed on us shape our lives and opportunities in various ways.
- “Gender issues” are relevant to all gender groups and gender inequity is a problem that all of us contribute to, not just people from certain groups.

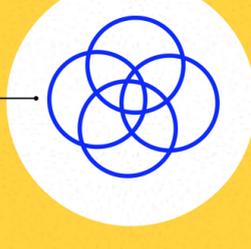
**Example:** Many men experience social pressure and distress because of expectations that they should be the primary breadwinner.

**Act:** Notice situations when others, or you, make assumptions based on gender. Reflect on how these assumptions shape your and others’ behaviors toward one another.



### 2 Acknowledge the intersectional nature of gender and advancing gender equity.

- Gender advantages and disadvantages are informed by how gender intersects with other social categories—a framework called [intersectionality](#).
- We can leverage our own intersectional perspectives, as well as our awareness of others’ identities, to relate to the people around us.



**Example:** Black men often experience masculinity differently than White men. As such, their experiences to connect with Black male colleagues in meaningful ways that dually address issues of gender and race in the workplace.

**Act:** Practice thoughtfulness in approaching others by considering the way that their multiple identities shape their experiences and perspectives.



### 3 Engage in multidirectional action.

- Gender partners work within and across genders for the benefit of all—it’s not simply men doing work solely to benefit women, trans, and nonbinary folks.
- We must not only give partnership, but also receive it, even when it’s challenging.

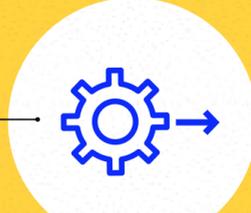
**Example:** A cisgender woman can connect with a transgender colleague to ask how they are doing and learn how to best support them.

**Act:** Try to connect with people of a different gender to explore how gender norms impact their life and experiences at work.



### 4 Take accountability for your own learning and behavior change.

- Gender partners assume responsibility for taking actions that improve the experiences of the people with whom they partner.
- We must remember to question norms, biases, and processes—including our own—by challenging the status quo with an eye toward gender and intersectionality.



**Example:** Senior-level women can listen to the struggles of more junior colleagues (e.g., the need for more flexible work) and harness their positions to change company policies for the better.

**Act:** Spend five minutes a day reflecting on what you’ve learned about how the status quo reinforces a system of gender inequity and how you will challenge it.

