

D=CIBEL

Do 50% or more of housework.

Challenge informal gender roles.

Consume cultural products by women, i.e books, films, etc.

Educate yourself about sexual consent.

Don't ogle or make comments towards women in public.

List concerns or worries you don't have as a man but women do.

Find a living female hero or role model and read their biography.

When possible give women more personal space in public places.

Don't police women's appearance.

Get an HPV vaccine.

Men simply don't have to think about gender because it rarely impacts our lives in a noticeable way, but women don't have this luxury. When you challenge traditional gender roles, you provide opportunity for women to progress and for men to grow beyond limiting definitions of masculinity.

Women increasingly are breadwinners, yet still do most of the housework on the "second-shift" after work. Provide support by making the grocery list, doing the laundry, washing up the kids, etc.

Consent should be the basis for every sexual encounter—including marriage. Either person may decide at any time that they no longer consent and want to stop. Consenting to one behavior does not obligate you to other behaviors. Also, consenting one time doesn't obligate you to further times.

Reading, watching and listening to books, movies, music, etc made by women will provide more nuanced narratives about the lives women lead in contrast to stereotypes that have developed over many generations.

Empathy is the ability to experience and relate to the thoughts, emotions or experience of others. By trying to list concerns women might have that men don't ever have to think about is a practical and powerful way to begin to empathize and understand these very real differences.

Catcalling seems harmless, but imagine what it's like for women. They're yelled at every day by all kinds of men, and they have absolutely no idea what they want—good intentioned or not. In contrast, men walk in public without being judged about every part of your body.

Be aware of the physical space you take up in public: on trains, in coffee shops, at the library, on airplanes. Women have been socialized to take up less space than men in general, and if a woman doesn't know you, it can feel creepy and uncomfortable.

Wonderwoman and your mom don't count, and having a female role model doesn't mean that you want to be a woman, but just maybe you want to be like this woman because she possesses qualities you admire and emulate to be.

The Human papillomavirus is the most common sexually transmitted infection (STI), and causes a range of cancers in men and women, but women have a high risk of developing cervical cancer. Most sexually active men and women will be exposed to HPV at some point during their lifetime.

Men aren't entitled to dispense advice on what women should do or not do to their faces, bodies or hair. Women were not put on Earth just to please men, so men should hold back their comments, and instead empower women to dress to please themselves by saying nothing.

Divide child-care responsibilities evenly.

Learn about intersectionality based on race, class, gender, etc.

Challenge men who make sexist comments (including online).

If you are inappropriate around women when drinking, don't drink around them.

If you don't have any female friends, try to make one.

Donate a symbolic 23% of one paycheck to women's economic justice group to counter the wage gap.

Listen to and take women seriously in the workplace.

Volunteer to take (good) notes during meetings.

Find a female mentor or become a mentor to a woman.

Emphasize female co-workers talents and accomplishments during introductions.

<p>Intersectionality is a framework that recognizes the multiple aspects of identity that enrich our lives and experiences and that compound and complicate oppressions and marginalizations.</p>	<p>When the “second-shift” begins, it is not only beneficial to your children to care for them equally (this includes discipline and playtime), but also provides opportunities for women to make important, personally rejuvenating time for themselves.</p>
<p>This requires a lot of self-awareness, but if you know that you act aggressively or say inappropriate things around women while you are intoxicated, then you should police yourself by limiting your consumption to only one drink or none at all.</p>	<p>Though not being sexist should be the norm, to reach this level men must take a public stand against discrimination, challenging your peers, or stepping in when witnessing public harassment.</p>
<p>At current rates the pay gap between men and women won't close until the year 2152. By donating to an organization dedicated to countering this inequality, you can help to close this gap sooner rather than later, like over a hundred years later.</p>	<p>The tired notion that men and women can't be friends is not only wrong — it's unhealthy. Having female friends can provide insights into women's shared life experience allowing you to become a more perceptive person towards women's thoughts and emotions.</p>
<p>This task more often than not gets done by women. That's bad for equality. By not taking notes, your chance of forgetting important details increases. On the flip side taking notes is an incredible way to show respect to people. It shows you're listening and that you think what they're saying is important.</p>	<p>Gender stereotypes give rise to biased judgments and decisions, impeding women's advancement. By disregarding women's intellect in the workplace, you perpetuate these biases without realizing it, particularly for women in male-dominated professions.</p>
<p>Women start careers in business and other professions with the same level of intelligence, education, and commitment as men. However, due to subtle gender biases, women may hit a glass ceiling or lose confidence in their abilities. By talking up women's professional accomplishments you can subtly counter this workplace bias.</p>	<p>Having a mentor can be the difference between getting ahead in your career and staying put; a female mentor can help, but you also provide women with a leadership opportunity that can help their career as well. If you're in a leadership position, mentoring a female employee will support and guide her progression.</p>

Don't ogle or make comments towards women at work.

Encourage more women to apply for executive and board positions.

In meetings ensure women speak as often as men.

Ask HR to provide bias training workshops.

Challenge men (especially execs) who make sexist comments.

Repeat and give credit to women's voices & ideas during meetings.

Don't let women become the office "moms."

Support/Advocate for paternity/paid leave, and take your own paternity leave.

Establish metrics to diversify hiring and promotions.

Lead a gender dialogue workshop with your co-workers.

<p>This requires a lot of self-awareness, but if you know that you act aggressively or say inappropriate things around women while you are intoxicated, then you should police yourself by limiting your consumption to only one drink or none at all.</p>	<p>There is no place for this type of behavior in the workplace, let alone on the street. Women deserve to be respected and above all comfortable and confident while they perform their workplace duties and responsibilities.</p>
<p>Although it won't fully fix inequality, discrimination, and poor decision-making about talent and business. Unconscious Bias (UB) training can enhance awareness to create an inclusive culture that identifies and looks to eliminate hidden biases.</p>	<p>Women speak less, are interrupted more, and have their ideas more harshly scrutinized. It's imperative to recognize when this occurs and immediately correct it. If a man interrupts, stop him and say you want to hear your female co-worker finish her thought.</p>
<p>If you hear an idea from a woman that you think is good, back her up. Research shows that giving credit where it's due will actually make you look better (as well as the person with the idea). It's a subtle nudge that can go a long way.</p>	<p>This may be difficult, but it's vitally important to make senior leadership aware that you will not tolerate any sexist comments or behavior towards female co-workers. This should be done tactfully, but implemented correctly, you will affect positive cultural systemic change in the workplace.</p>
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<p>Taking the initiative to teach and inform your fellow male co-workers about gender equality will not only be beneficial for both male and female employees, but it's a great leadership opportunity as well.</p>	<p>Simply voicing support for diversity initiatives won't lead to meaningful change. Metrics help organizations evaluate how well it's doing on diversity and inclusion, and by putting hard numbers around diversity and tying those numbers to pay and performance helps ensure real progress towards advancing women.</p>