



2019-2020 BWWC MALE ADVOCATE GOALS

Taking Allyship to Advocacy in the Workplace

Mayor Martin J. Walsh and the Boston Women's Workforce Council are asking male leaders in the 100% Talent Compact to put their allyship into action and advocate for women in the workplace every day.

*Based on the **Innovative Initiatives Award Categories** - Decreasing the time to promotion for women; Advancing women of color; Closing the gender-based wage gap; Increasing the ratio of women on board and c-suite, via hiring or promotion - and on **Jeffery Tobias Halter's** work, we're asking men to commit to five goals.*

BY SUMMER 2020 I COMMIT TO DO ONE OR MORE OF THE FOLLOWING:

Seek to Understand their Experience – *I will have an honest conversation with women, women of color, LGBTQ+ and other minorities in our company.*

Become a Mentor – *Actively seek to mentor a female co-worker in a project, as a new hire, or as they go through a promotion.*

Support Other Women in Work Projects – *Encourage women and other minorities to take more risks, volunteer for stretch projects, and support their developmental needs.*

Learn Gender Pay Equity at my Company/Organization – *Deepen my understanding of my company's HR practices, specifically gender pay equity issues and ways I can help correct existing issues.*

Encourage and Sponsor Women to be Hired/Promoted – *Urge qualified women to interview for positions when they become available.*

Signature

Date

