

10 SUGGESTIONS FOR ADDRESSING SECOND GENERATION GENDER BIAS

Second generation gender bias is not an intent to exclude or to harm another individual. Though it may appear neutral, it is a subtle practice that reflects values of men, which can be exclusionary to women. Suggestions on ways to address the issue:

1. Be aware that this is happening but don't be offended because most people are not aware of the bias.
2. Educate others when it happens by naming the bias and professionally addressing the issue.
3. When you are judging another woman for being too pushy or vocal about something, ask yourself, if you would be saying the same thing if it was a man displaying the same behavior. Even we females tend to hold women to different standards than we do our male counterparts.
4. Give up the cultural belief that women should be liked and please others. This does not mean that we should be inconsiderate of those around us, but life often requires us to take a firm stand that others may not like.
5. Be a champion for other women. Let them know when they are doing good work and help them succeed when they are struggling. Network with other women and work together to lift one another up.
6. Be aware of your own subtle biases. Question why you are feeling or behaving a certain way toward other women or another group of people. This doesn't mean that you have to agree with everyone, but it is important to treat others with respect even when you disagree.
7. Traditionally, the world was built around the lives of men. Though we want to be thoughtful of our male counterparts, we need to insist that our needs are equally as important as men's and should be taken into consideration whether at home, at work, or in the community.
8. Don't expect fewer resources for doing a job than a male counterpart would receive. If this occurs, speak to the appropriate person pointing out the discrepancies and asking for what is needed.
9. Don't play the victim. We are not victims. We are women who can make a difference. Yes, it may be difficult and there may be pushback, but we are strong enough to address the issue.
10. Be a professional in your work and behavior, with the mindset that you should be treated in the same manner as others in your organization.

