

## **Ten Things You Can Do Now to Improve the Climate for Women in Your Department**

1. Give women faculty your full attention (e.g. make eye contact, nod your head in agreement) when they are speaking to you privately or in departmental meetings.
2. Make sure that women faculty members have equal space to speak in departmental meetings. Men are far more likely to interrupt women when they speak compared to other men. Work hard not to interrupt women when they speak and encourage others to do the same. If you notice that other men frequently interrupt women ask that the conversation be redirected to the person who was speaking.
3. Make sure that women faculty members are invited to informal departmental gatherings (e.g., lunches and other social activities).
4. Talk to women faculty about their research. Men are far less likely to ask women faculty about their research activities compared to their other male colleagues.
5. Tell the women faculty in your department that you are an ally. Ask women faculty about their experience of the climate in your department and about your commitment to listening to their concerns.
6. Nominate women for important awards, prizes, committees, and positions.
7. Pass along information equally to female and male colleagues. Men often receive information key to success in academia through informal mechanisms. It is hard to be successful accidentally.
8. Educate yourself about gender bias and discrimination in academia (see list of recommended readings on ally blackboard page).
9. Educate yourself about male privilege and advantage (see list of recommended readings on all blackboard page).
10. Volunteer to serve on departmental and university committees (e.g. search committees, PTE, faculty senate, etc.) with the specific purpose of being an ally for gender equity.