

# EVERYDAY SEXISM: 5 TIPS TO RESPOND TO THE ELEPHANT IN THE ROOM



# WHAT IS EVERYDAY SEXISM?



It's the little things, said or done  
in a moment, that play into  
gender stereotypes. Sometimes  
perceived as too small to make  
a fuss about, we let them pass.

Other times there's no question  
a comment or action oversteps  
the mark, but we stay silent.

It's frequently invisible and  
often just accepted.  
Because it's hard to speak up,  
it continues unchecked.

How we lead through action  
(or inaction) matters.  
Here are 5 tips to respond.

SOURCE: We Set The Tone: Eliminating Everyday Sexism  
[championsofchangecoalition.org](http://championsofchangecoalition.org)

# GIVE YOURSELF A MOMENT TO FEEL



You have the right to feel ...

taken aback

offended

hurt

angry

upset

annoyed

excluded

... or whatever you are feeling.

Pause and give yourself a  
chance to process your  
feelings before you respond.


# EXPLAIN THE IMPACT & WHAT YOU WANT



—

Name the behaviour  
or call out the comment,  
share how it made you feel  
and why,  
and state what you  
want to happen  
(focus on the behaviour,  
rather than the person).

# ASK: WHAT DID YOU MEAN?



Intent does not always  
equal impact.

Ask questions to help you  
understand the person's  
intent and give them the  
opportunity to rethink  
their words  
and / or actions.

# SPEAK UP FOR OTHER WOMEN



Call out everyday sexism  
when you see it and  
support women who have  
experienced it.

Staying silent to avoid an  
awkward conversation  
implies the comment or  
behaviour is okay.

Deflecting minimises the  
seriousness of the  
comment or behaviour.

# GET HELP & SUPPORT



You don't have to deal with  
everyday sexism  
on your own.

Talk with your leader,  
the People & Culture team,  
your organisation's  
Employee Assistance  
Program,  
or someone you trust.

# HELPFUL WEBSITES

[leanin.org](https://leanin.org)

[knowtheline.humanrights.gov.au](https://knowtheline.humanrights.gov.au)

[everydaysexism.com](https://everydaysexism.com)

[championsofchangecoalition.org](https://championsofchangecoalition.org)

[human-rights-channel.coe.int](https://human-rights-channel.coe.int)

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