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





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).

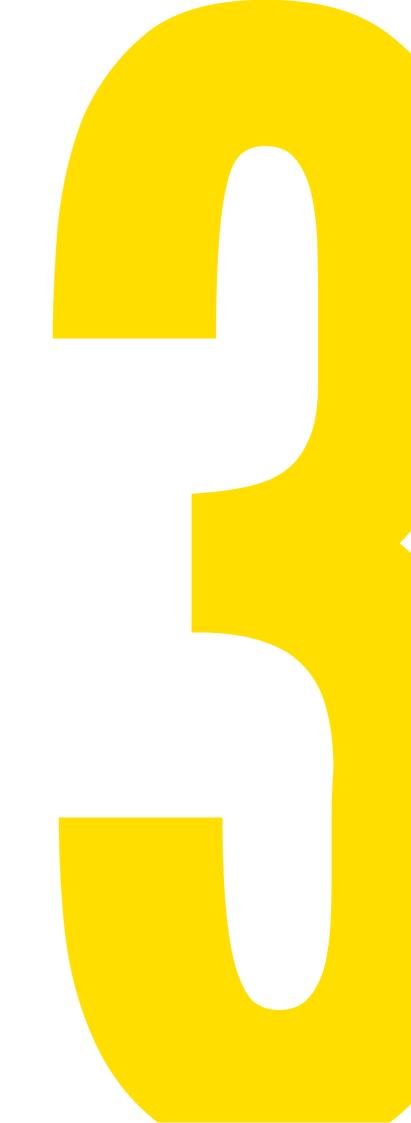


ASK: WHAT DID YOU MEAN?

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

knowtheline.humanrights.gov.au

everydaysexism.com

championsofchangecoalition.org

human-rights-channel.coe.int

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