



Amplify

Gender Equity and Leadership Initiative



Allies & Partners

Action Plan

Instructions:

1. Download and open the **Gender Equity Action Plan** Excel sheet from the chat or Amplify website
2. Note the strategies from the presentation that you would like to take back to your organization
3. After the event, complete the Action Plan and commit to taking your ally actions

Gender Equity Action Plan

Desired Outcome	My "Why"	Ally Action	Start Date	Milestone	Due Date	Resources
<i>Publicly celebrate the accomplishments of people with marginalized identities</i>	<i>I want to advance colleagues who are doing great work but may be overlooked because of their diverse identities.</i>	<i>Send thank you emails and copy their supervisors.</i>	<i>7/19/22</i>	<i>Four emails per month for 3 consecutive months (12 emails total)</i>	<i>11/20/22</i>	<i>15 minutes/week to send emails</i>

Amplify Strategies



**Personal
Development**



**Leadership
Development**



**Organizational
Development**



Amplify Strategies



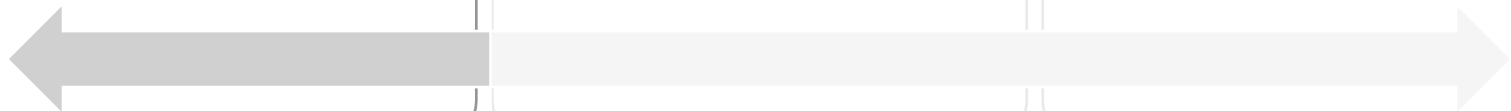
**Personal
Development**



**Leadership
Development**



**Organizational
Development**



Men as Allies & Partners

Share opportunities

- Do less, not more
- Pass up and pass on

Publicly celebrate accomplishments

- Acknowledge contributions at meetings
- Increase visibility by creating opportunities

Share the non-promotable workload

- Volunteer for “office housework”
- Redirect gendered volunteering for these tasks

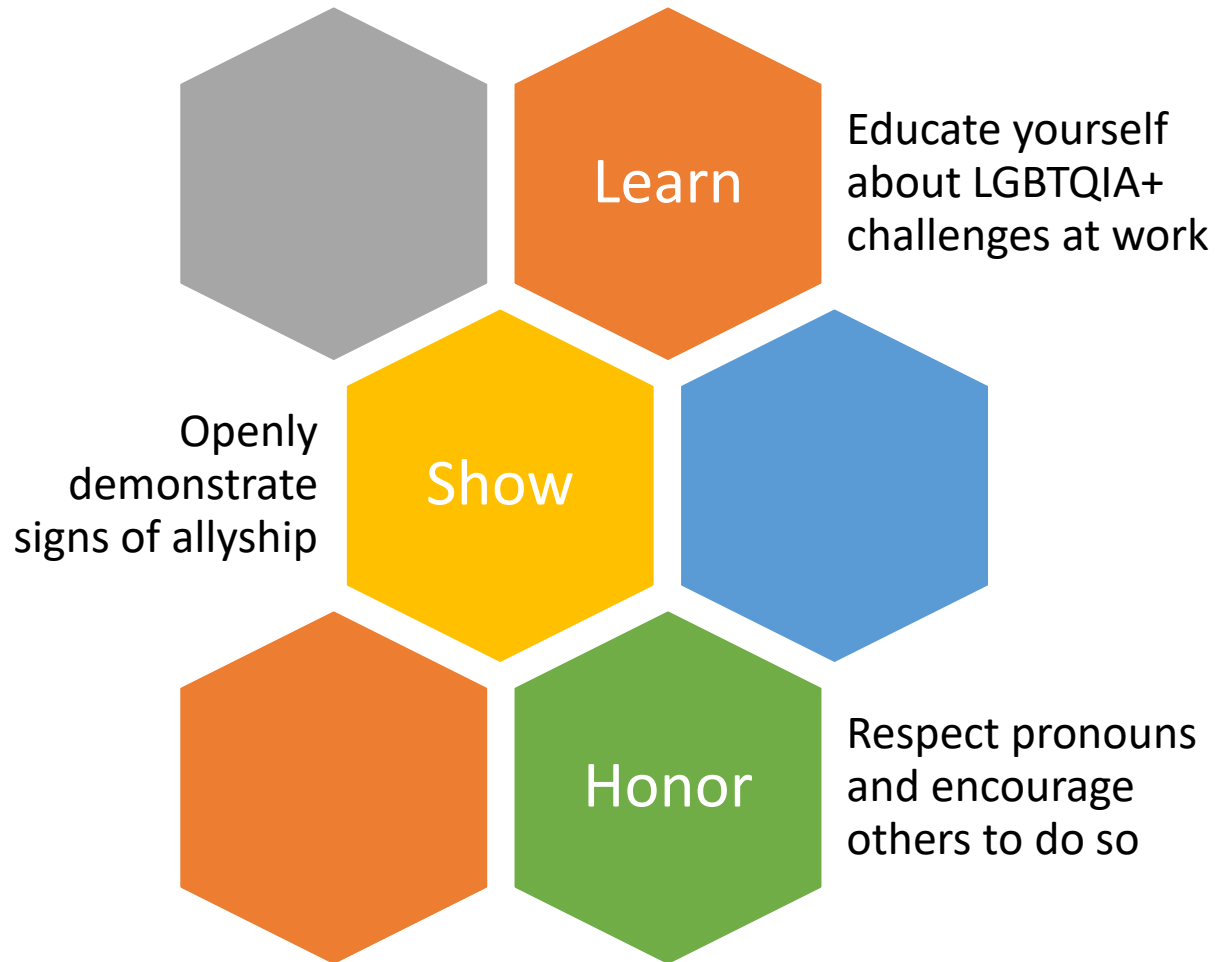
36 Minutes a Week Pledge

- 30 min. meet with a talented up-and-comer
- 5 min. congratulate for a success or win
- 1 min. talk up a win to other colleagues

White People as Allies & Partners to BIPOC



Cisgender Hetero People as Allies & Partners to LGBTQIA+ people



Amplify Strategies



Personal
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Leaders as Allies & Partners

Create and advocate for flexibility

Ask about our career and professional goals

Mentor, sponsor, and support us

Listen rather than label us as “complainers”

Normalize caregiving

Help us close the pay gap

Encourage other leaders to participate in equity initiatives

Amplify Strategies



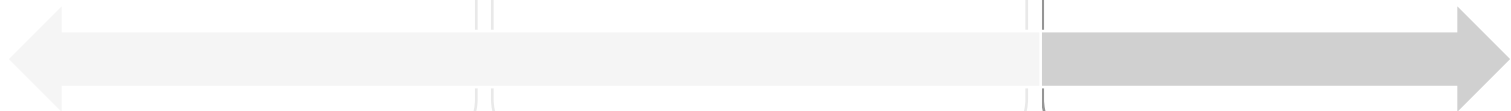
Personal
Development



Leadership
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Organizations as Allies & Partners



STANDARDIZE HIRING
PROCESSES



CONDUCT PAY EQUITY
ANALYSIS



PROTECT STAFF FROM
SEXUAL HARASSMENT
BY DONORS & ALUMS



ARTICULATE CLEAR
GOALS AND METRICS
FOR PERFORMANCE



STANDARDIZE
PERFORMANCE
REVIEWS



AUDIT PROMOTION
AND HIRING
OUTCOMES