

# How to Effectively Navigate Your Workplace As A Feminist (Even When They're Not)

## Put it in your own words – what would be effective and sound natural?

Scenario 1: A colleague with whom you have a friendly, jocular relationship nevertheless interrupts you constantly in meetings with your mutual boss.

Scenario 2: You suspect that a cis-gender white man in a role similar to yours is being paid much more than you. How can you start collecting information?

Scenario 3: Someone senior to you in the company reacts negatively to a job candidate's name. You were not asked for an opinion, but you want to say something.

Scenario 4: A colleague you don't know well says that "You know how it is when your boss is a mom" and proceeds to unload a number of stereotypes. How might you respond?

## More Resources:

Project Include (free!) <http://projectinclude.org/>

A list of recommendations for inclusion, phrased in straightforward language, suitable for any audience. Covers hiring, training, onboarding, company culture, and more. Founded by leaders from Slack and Pinterest. Oriented towards tech companies but applicable anywhere.

Gender Decoder (free!) <http://gender-decoder.katmatfield.com/>

Just cut and paste a job ad to test for gender-coded language.

Textio <https://textio.com/>

"Augmented writing" engine that allows companies to craft more inclusive job postings and other communications.

Blendoor <http://blendoor.com/>

A "merit-based matching" app for jobs that combats unconscious bias by obscuring candidates' names and photos.

Gapjumpers <https://www.gapjumpers.me/>

Allows companies to create "blind auditions" specific to the roles they are hiring for in order to combat hiring bias.