

SUMMIT ON
GENDER IN
HEALTHTECH
INNOVATION



**Fogarty Institute
for Innovation**

STANFORD BYERS CENTER FOR
BIODESIGN

10 “SMALL WINS”

Near-term actions to improve the work environment for all employees

- 1 In the meetings you manage and attend, pay attention to different communication styles. Make sure everyone has the opportunity to speak and nobody is regularly interrupted.
- 2 Give credit where credit is due. Identify and acknowledge where ideas originate. Don't be distracted by who speaks loudest or last.
- 3 Find out what flexible work options exist within your organization and try one out as a way of demonstrating your support. Speak up if you hear colleagues disparage those who utilize flexible work arrangements.
- 4 Shift regular meetings to begin after 9:00 am and end before 5:00 pm. This will prevent individuals with child or elder care responsibilities from having to make special arrangements to participate.
- 5 Plan your next social or offsite mindfully, avoiding typically male or female venues. Consider lunch or late afternoon activities so as not to exclude people who can't easily attend after hours.
- 6 Don't make assumptions about what challenges or roles employees might be willing to undertake. Ask them – and then actively support their choices.
- 7 Commit to recruiting and considering at least three qualified candidates for your next job opening who would diversify your team in some substantial way.
- 8 Become a mentor for a high-performing woman (or help her find one who's a good fit). Mentors (both male and female) play a key role in encouraging and empowering women to advance in their careers.
- 9 Start or join an initiative to tackle gender diversity within your organization at a more systemic level. Unsure where to start? Consider addressing the hiring and/or promotion process, which are typically the most significant contributors to workplace gender gaps.
- 10 Recruit at least one male colleague to join the initiative with you. Research has shown that when men get involved in diversity initiatives, the company makes greater progress toward gender parity.