



10 Actions to Ensure that SUNY ESF is inclusive for Women

Gender bias is widespread and has a major effect on women's careers. You can combat gender bias with effective mentoring.

Leaders at ESF want to overcome gender biases and ensure women's careers are supported and valued. Do your part to support women.

Office of Inclusion, Diversity, and Equity
Endorsed by the SUNY ESF Provost's Office

You Could...

- Pursue women applicants for open positions.
- Recruit women seminar speakers and meeting presenters.
- Regard female colleagues as peers and refer to them as women and by professional titles.
- Include women in your networking.
- Support all achieving balance between career and family.
- Schedule lab/department/unit meetings and social activities to be accessible and inclusive.
- Champion policies that support women.
- Recognize that women are diverse and that one woman is not the spokesperson for her gender.
- Learn about unconscious bias and microaggression.
- Uphold an inclusive code of conduct and behavior in all professional contexts.

If you see something, say something. Speak up on behalf of women. You set the tone - make a difference!