

GAME ON: WOMEN CAN COACH

HOW TO HANDLE GENDER BIAS WHEN YOU'RE THE ONLY WOMAN

Here are 8 ways to deal with discrimination on the spot, or push for progress long-term:

SEEK OUT A MENTOR OR SPONSOR

They can give you advice and coach you through difficult situations. There's no shame in asking for help!

USE A SNAPPY COMEBACK

Use humor or sarcasm to defuse the situation and make your point in a playful way. Practice one-liners with the women you know.

ASK FOLLOW-UP QUESTIONS

This can help identify unconscious bias. For example, "Why do you think I'm the best person to take notes?"

RELIEVE STRESS IN THE MOMENT

Remind yourself to relax, breathe rhythmically to a specific count, and try not to obsess over what happened.

FIND ALLIES

Look for men who listen to you, speak respectfully to everyone, include you in the conversation, and seem willing to help.

ESCALATE THE SITUATION

Comfort levels differ, but some situations clearly cross a line. Reach out to your supervisor or manager and let them know what's up.

RAISE YOUR CONCERNS DIRECTLY

Explain your reaction and why their behavior offended you.

CONNECT WITH OTHER WOMEN

Reach out to other women to get support and talk through common challenges.

Information taken from

LEAN IN

To access the Game On: Women Can Coach films and toolkit, visit:

z.umn.edu/GameOnToolkit

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