

# SUPPORTING WOMEN IN THE WORKPLACE

## HOW CAN WE SUPPORT WOMEN IN THE WORKPLACE THROUGH ALL STAGES OF LIFE, FROM NEW-GRADS TO RETIREMENT?

### CO-OP STUDENTS AND NEW GRADUATES



For many women, entering their industry as a new grad or as a student on placement can be difficult. Women's networks and support groups within companies can be a great support.

### SUPPORTING PARENTS AT WORK

Having children is often seen as a barrier to success at work. Employees feel valued when they feel supported at work. Offering parental leave and flexible work schedules creates a company culture of family-friendliness.

### PERIOD HEALTH

It's ok to say that women function differently from men and that we have different needs. If toilet paper is readily available in public toilets, period supplies should also be made available. Creating a period-friendly environment is caring for female employees and their health.

### GENDER IMBALANCE IN THE WORKPLACE

- 42% of women have faced gender discrimination at work (Pew Research Center)
- 20% of LGBTQ community members frequently face severe discrimination and hostility at work. (Catalyst)
- At least 25% of women have been subject to sexual harassment. (Skillcrush)

### CREATING AN EQUAL ENVIRONMENT

Tackling gender inequality through education is important. Supporting women in the workplace has a positive impact on everyone. Gender-diverse workplaces have better outcomes than those dominated by one gender. (Gallup)

### THE BOTTOM LINE

Supporting women in the workplace means supporting their personal needs. Communicating with female employees and asking them what they need is the best way to improve and support them. The bottom line is that helping and supporting women improves the workplace for all.