How to *ACTUALLY* support women at work
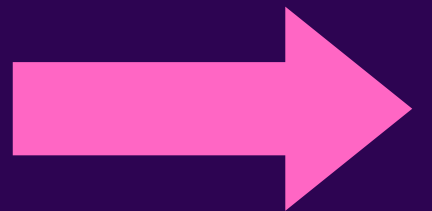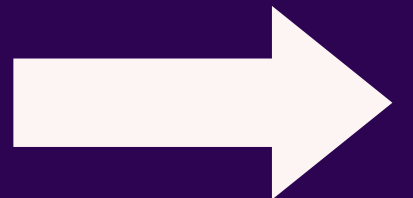
By Sarah Irwin

Stop expecting women to speak for free at your event, and also cover the cost of their own travel/accommodation. We aren't grateful. We don't need the exposure. We're just sick of it

Stop making **pregnant women** / who've just had a baby uncomfortable by **forcing them to share** medical/private life details that have nothing to do with how you can support or how the work will get done while they're off

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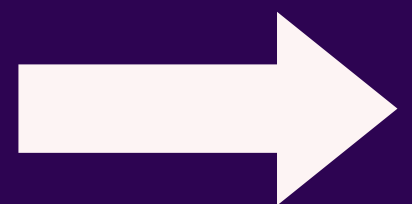
Be generous with parental leave - why can't this just be unlimited depending on how much they want (I've never understood why companies are ok to do this with PTO but not parental)?
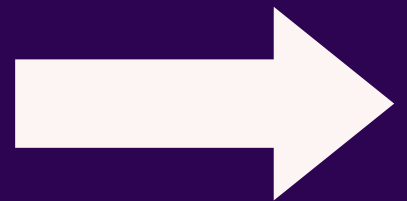
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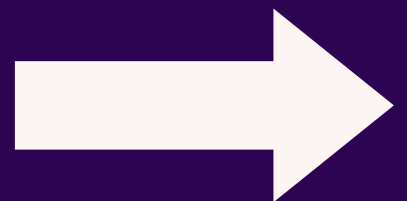
Stop paying the most attention in meetings to the **loudest person in the room**. Ask women to contribute and for their thoughts - who might feel like they can't participate because they're not obnoxious and domineering and show offs

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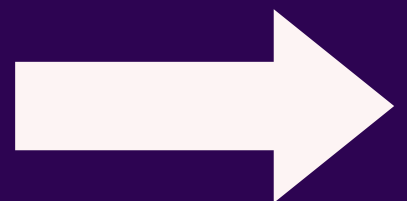
Compare each woman employee's **salary** to her male counterpart and challenge yourself on why she's on less money

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Review titles. Should that "Head of" be "VP"? That "VP" be C-suite? Why did the revenue hire get CRO but the finance/legal/other under-appreciated hire get Head of or VP?

Were you ok to give the man time to grow into the role he'd never done before, but expect the woman to prove herself first before getting the c-suite title?
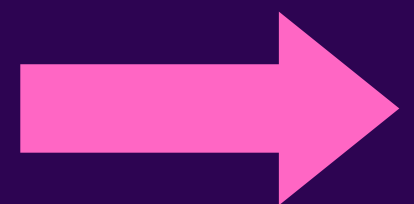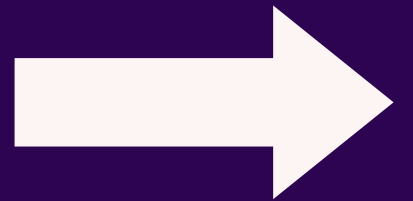
That **solo in-house lawyer** you have stuffed away reporting to finance: give them a GC title, seat on the leadership team and have them report to the CEO
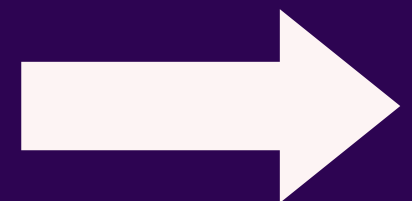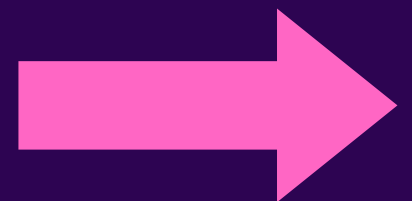
That **GC** of a **multinational** company with team members in other countries: they should be Chief Legal Officer
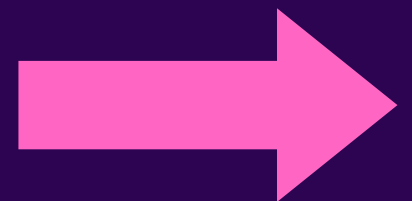
Update your job specs with a CTA specifically speaking to women who think that only checking 5/10 boxes means they can't do the job. Encourage them to apply anyway. No one should actually be "ready" for a new job; some elements you should grow into.
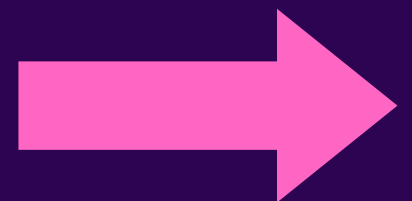
Stop waiting for women to ask for a raise they deserve and proactively offer it to them instead
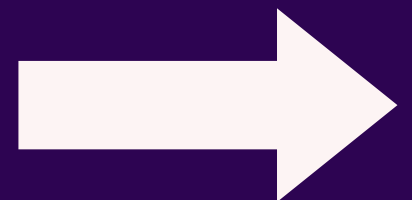
In fact stop treating **our comp** like it's a big game - most of the women I know don't have a financial safety net and the extra cash that is nothing to you is a lot to us
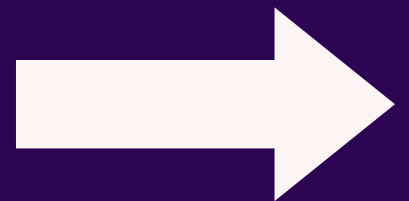
And stop making us guess what we have to do to get ahead - provide **clarity** and structure on how and when we will progress
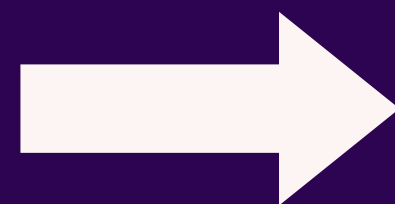
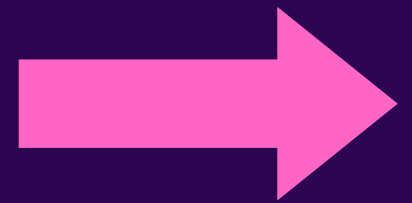Stop holding company social **events** that women feel **uncomfortable** and excluded at

Replace your company policy on "how women can stay safe at work, especially when travelling for events" with "how men can stop making women feel unsafe at work, especially when travelling for events"
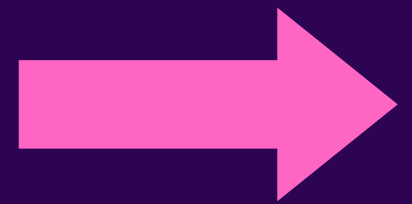
Stop asking women where they live (we might not know you that well or want you to know)
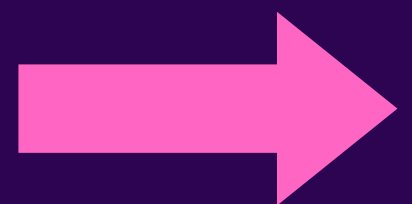
Stop asking women about relationship status - it's actually creepy and can comes off like you're coming on to us

Provide **free sanitary products** and pain killers in the workplace - you wouldn't believe the time you'd get back from us if we had to stop factoring this in to planning our day

I am Sarah Irwin

I am an ex GC turned **entrepreneur** for start ups

And **community builder** for in-house lawyers at ITGC

Follow me for insights on:

- Building and running an in-house legal team
- Scaling your start up, GTM and reaching your ICP fast

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