

# Ways You Can Support Women at Work

## Be an Ally to Women at Work

We each have a role in creating gender equity and a culture of inclusion at AECOM. Here are 5 ways that you can do your part by becoming a better ally to your female colleagues.



- 1 Educate yourself. Review this United Nations [toolbox](#) to learn how you can adopt gender inclusive language.
- 2 Encourage all team members to participate in team activities. Women bring unique experiences and new perspectives that greatly benefit problem solving and increase innovation in teams. Take the time to ask for and actively listen to women's perspectives during meetings and brainstorming sessions.
- 3 Give credit where credit is due. Research shows that women get less credit in predominantly male groups. While it's important to work as a team, it's also important to recognize the individual contributions of each team member. Take the time to recognize your team members for a job well done. You can start by participating in the [Kudos program](#) and sending kudos to one of your female colleagues.
- 4 Support working parents. Share caregiving and mental health resources for working parents, clearly articulate flexible work arrangements and leave policies that they may be eligible for and be supportive and flexible when unexpected events arise due to their caregiving responsibilities.
- 5 Become a [mentor/mentee](#) to one of your female colleagues. Mentorship is a critical component of creating gender equity and enhancing career development opportunities for AECOM employees.



Celebrate International Women's Day with your colleagues around the world on March 8. There will be great events and activities planned!

### Sources:

- [American Heart Association](#)
- [Global Financial Literacy Excellence Center](#)
- [Harvard Health](#)
- [Harvard Kennedy School](#)
- [Maven Clinic](#)
- [Mayo Clinic](#)
- [Sydney Morning Herald](#)
- [World Health Organization](#)

## Did You Know?\*

On average, women are currently working 71 hours per week to keep up with their workload and primary caregiving, homeschooling and housework responsibilities.

Women of color are less likely to have strong allies in the workplace – only 45% of Black women and 55% of Latinx women report having strong allies in the workplace.

Women make up nearly 50% of the global workforce, but less than 30% of senior management positions and less than 10% of top leadership positions.

\*This data applies to the broader labor force and is not specific to AECOM.