

Employee Assistance Program *Tip Sheet*

Breaking Barriers: Empowering Women at Work



Empowering women in the workplace means recognizing their contributions and supporting equal opportunities for growth, respect, and success. Keep reading for tips regarding how you can help promote equality, opportunity, and an inclusive culture.

Research shows that workplaces committed to gender equity experience stronger collaboration, higher engagement, and more effective teamwork. Creating an inclusive environment is a shared responsibility that benefits everyone.

Ways all employees can help promote equality and opportunity:

- **Support fairness:** Advocate for equitable treatment, speak up about bias when it's safe to do so, and help create transparency around expectations and opportunities.
- **Encourage growth:** Support mentorship and professional development for colleagues by sharing knowledge, resources, and opportunities.
- **Respect work-life balance:** Be supportive of flexible schedules and differing responsibilities, recognizing that balance looks different for everyone.
- **Value diverse voices:** Listen actively, invite different perspectives, and acknowledge contributions in meetings and collaborative work.
- **Practice allyship:** Use your voice to amplify others, challenge stereotypes, and foster an environment of mutual respect.

Your Employee Assistance Program (EAP) offers confidential support for workplace concerns, career development, and personal well-being. Employees are encouraged to use these resources whenever guidance or support is needed.

Reference: Matuson, R. (2024). Empowering Women in the Workplace. Forbes.
<https://www.forbes.com/sites/robertamatuson/2024/11/14/empowering-women-in-the-workplace/>

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