

“We for She” Inclusive Check List

NYU Tandon Male Allies in Support of Women in Engineering/STEM

The STEM (Science, Technology, Engineering, and Mathematics) disciplines are drivers of innovation and growth, and the full participation of women and men is needed to fuel New York University and the Tandon School of Engineering’s commitment to building a culture that respects and embraces gender diversity, inclusion, and equity.

Research shows that women, particularly those from underrepresented groups, face systemic barriers within STEM fields, including stereotypes, implicit bias, lack of informal networks and mentoring, work-life balance challenges, and cultural issues in academic STEM units. To be successful in creating the next generation of scientists and engineers, colleges and universities must address social and environmental factors that impede the progress of women and underrepresented groups in these fields. Institutions of higher education are increasingly committed to gender equity, diversity, and inclusion to transform workplace culture, attract and retain diverse students, faculty, and staff, and drive research and innovation to meet the needs of society.

This all can begin with YOU at an individual level as individual actions will collectively create the sustainable social and systemic change we need to achieve equality **(starting TODAY at Tandon)**.

Consider all of the below in support of “We For She” at Tandon and beyond to foster and promote a more inclusive environment and culture:

1. **Listen to women's stories**, model alternative work/life strategies, and make discussions of gender less "risky"
2. **Talk to other men about gender equity**, inclusion, and ways to support (i.e. any of these actions/practices)
3. **Seek out ways to recruit women** and increase the number and visibility of female leaders (establishing accountability metrics, when applicable)
4. **Notice and correct micro-inequities** or instances of unconscious bias
5. **Reach out to women's groups** (both formal and informal) and mentor/sponsor women