

# ALLY BINGO

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I have recommended a qualified woman for opportunities I could not pursue.	I hold my manager(s) accountable for retaining women at the same rate as men.	I publicly recognize and reward women who are engaged with helping other women be successful.	Our job descriptions include “experience working on a diverse team with a diverse range of people.”	I have spoken up when women are discriminated against or excluded from activities.
I have been a knowledgeable and dedicated mentor to a woman.	We track retention numbers of women in our leadership roles.	I am prepared and committed to a growth mindset that allows me to consistently evolve.	I embrace being imperfect and welcome the opportunities for learning as a part of ally and advocacy work.	We did a salary review by gender and corrected inequities.
We focus on sponsorship rather than mentorship.	I am knowledgeable of the complaints filed by women in my department so I can be a better ally when issues arise.	<i>I STRIVE TO BE AN ALLY Free Space</i>	My department has clear goals for improving our gender inclusion and diversity numbers.	I have been an invested and supportive sponsor to a woman.
I signal and model my values of gender inclusion.	I encourage other people to speak up when women are discriminated against or belittled in front of them.	I proactively invest to amplify women’s voices.	I have asked inconvenient questions to assess workplace customs that uphold gender norms.	I look to intentionally invest in and support women who mentor other women.
I invest in sponsoring women looking to develop in our field.	I have recommended a qualified woman for opportunities I could not pursue.	I decline to publish in journals where women do not have an equal opportunity to share or review.	I have recommended a qualified woman for an opportunity.	I have (or have had) a woman mentor.