

UTAH ELECTED OFFICIALS GUIDE TO GENDER PARITY

TEN RECOMMENDATIONS

- 1** Begin establishing a “tone from the top” that is firmly committed to supporting and advancing women (embed in the behaviors, attitudes, culture, and goals).
- 2** Make a visible commitment, like the [ElevateHER Challenge](#) and/or the [Parity Pledge](#), and publicize this decision.
- 3** Provide opportunities for staff, councils, boards, commissions, and committees to increase their awareness of why it is important to understand and support gender equality in all areas (e.g., leadership, politics, and committee representation).
- 4** Explore gender representation in leadership and on staff, councils, boards, commissions, and committees by collecting data to establish a baseline.
- 5** Appoint and invite women or men to serve on boards, commissions, and committees so that gender representation is more equal (including women and men of color).
- 6** Ensure that women are on all hiring interview panels with a goal of 50% women and 50% men.
- 7** Create a task force (women and men) to consider strategies and interventions that can strengthen the impact of girls and women in your community.
- 8** Offer training to staff and governing bodies on how to recognize and minimize unconscious bias.
- 9** Analyze and change gendered language that may be unconsciously used in policies, procedures, job descriptions, and other written reports and documents.
- 10** Offer and/or support community training and development events and programs that will educate and empower girls and women, as well as male allies.