



Diversity & Inclusion

Accelerate Action Toolkit

Accelerate Action for Gender Equality! An impulse by Tash Koster-Thomas

Creating an inclusive workplace requires more than just good intentions – it demands action. While progress has been made, barriers still exist that prevent many individuals, particularly women, and other underrepresented groups, from accessing the same opportunities. Unconscious Bias, microaggressions and intersectional challenges continue to influence professional growth and workplace environment.

Understanding the Barriers

Many employees, esp. women, face subtle and overt obstacles in their careers. These include:

- **Microaggressions:** Small, often unintentional comments or behaviors that reinforce stereotypes, such as being interrupted in meetings, having one's expertise questioned, or being mistaken for a lower-level employee.
- **Biases:** Both Conscious and Unconscious Biases affect how people are perceived and evaluated. Studies show that e.g. women are often expected to be warm and nurturing,

while leadership is associated with assertiveness – creating a double standard when women display confidence.

- **The 'Broken Rung' Phenomenon:** Women are promoted to managerial roles at a lower rate than men – for every 100 men promoted, only 87 women advance.
- **Intersectionality:** Those who experience multiple layers of bias – such as women of color, LGBTQIA+ individuals, and women with disabilities - often face compounded challenges in workplace dynamics, career progression, and pay equity.
- **The Confidence Gap:** Many individuals, particularly women, are socialized to undervalue their contributions, making them less likely to self-advocate for promotions, salary increases, or leadership roles.

Accelerate Action Tools



The following tools enable you to take intentional steps to challenge biases, advocate for oneself, and support others. This will drive progress towards a more inclusive workplace.

Speak Up Against Microaggressions

Description:

Microaggressions undermine confidence and create an unwelcoming environment. Addressing them fosters respect and inclusion.

Objective:

Empower individuals to challenge biases and promote awareness.

Implementation:

- Don't assume intent but explain how it made you feel:
"I know that wasn't your intent, but it made me feel uncomfortable when ..."
- Be curious, not judgmental:
"I'm curious to understand what you meant."
Or "I'm curious to understand what information or experience you're basing that on."
- Share an alternative viewpoint or reframe how they could be more inclusive: "If we use 'person', 'people' or 'they', we're including all genders."

Frequency:

Address in real-time or when you feel ready, to prevent the situation or behavior from repeating itself.

Active Allyship

Description:

Advocating for others means using one's own influence, position, or privilege to amplify the voices of under-represented colleagues, challenge bias, and foster a more inclusive environment.

Objective:

Recognize when inequality exists, support marginalized individuals, and actively work to create equal opportunities.

Implementation:

- Amplify voices: Reiterate and credit overlooked ideas.
Say, "I'd like to hear them finish their thought."
- Support fair practices: Advocate for equitable hiring, promotion, and pay. Speak up in performance evaluations.
- Encourage diversity: Ensure credit is given when it's due and call out for exclusionary practices.

Frequency:

Consistently amplify voices, credit contributions, and challenge bias in conversations and meetings.



More information on empowerment tools can be found on our D&I website – scan the QR-code!

www.jobs.mahle.com/germany/en/diversity-and-inclusion/diversity-tools

If you have any questions or suggestions, please contact diversity@mahle.com
Your diversity team