

# GENDER EQUITY

## Where can I find more information about Gender Equity at WHOI?

One source of information is the Gender Equity Program Advisory Committee (GEPAC), which includes representatives from across the Institution. Current committee membership and links to valuable resources are available at: [www.who.edu/committees/GEPAC](http://www.who.edu/committees/GEPAC).

The Committee organizes workshops, sponsors Visiting Scholars, and assesses the Institution's progress in developing and maintaining a diverse and bias-free workplace. GEPAC welcomes input from any member of the WHOI community.

## Who can I approach if I have concerns?

Given individual circumstances, concerns can be brought to different people, including:

- Your supervisor/advisor
- Your department chair/administrator
- Human Resources personnel
- Academic Programs Office personnel
- GEPAC members

## Additional Resources at WHOI:

- WHOI Equal Employment Opportunity Officer, phone: x2705
- Womens' Committee of WHOI  
[www.who.edu/committees/women](http://www.who.edu/committees/women)
- WHOI Diversity Committee  
[www.who.edu/committees/diversity](http://www.who.edu/committees/diversity)
- Woods Hole Diversity Advisory Committee  
[www.woodsholediversity.org](http://www.woodsholediversity.org)

in the WHOI  
workplace

is everyone's  
responsibility

in the office,  
in the lab,  
& at sea.



## What does Gender Equity mean for WHOI?

The Woods Hole Oceanographic Institution is committed to a workplace that is free from bias or differential treatment on the basis of gender, as well as other factors including race, ethnicity, and sexual orientation.

Respectful, tolerant, and equitable treatment makes WHOI a more productive and satisfying workplace for everyone.

WHOI has policies and procedures to identify and eliminate gender disparities in tangible factors such as salary, promotion, and access to resources.

WHOI strives to eliminate any behaviors that can have a cumulative negative effect on any group, including women, in the workplace.



Photography by: Bird's Eye View, Jayne Doucette, Tom Kleindinst, Chris Linder, Phil Lobel, Daniel Montluçon, Amy Nevala, Al Plueddemann, Ray Schmitt, and Sean Whelan.

## What does this mean for me as a WHOI Employee/Postdoc/Student?

You have a right and a responsibility to insist upon a workplace that is free from differential treatment of men and women, based solely on gender.

You are expected to help eliminate differential treatment on the basis of gender.

### Tips for a More Equitable Workplace

Many of the differential behaviors that can negatively affect the workplace for both men and women are so subtle and inadvertent that many people rarely notice them.

- Listen equally and respectfully to male and female co-workers.
- Make eye contact equally with men and women when they are speaking.
- Use praise equally to reward effective male and female co-workers or supervisees.
- Avoid stories, jokes, or comments that demean women or any other specific group.
- Share workplace information equally with female and male co-workers and supervisees.
- For more tips and strategies see: [www.who.edu/committees/GEPAC](http://www.who.edu/committees/GEPAC)