

## **WSU APAC Diversity, Equity, and Inclusion Committee Musings**

### **Women's History Month- Speak Up!**

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One of the aspects that always astounds me during Women's History Month (and other History Heritage months) is the number of times men, often white men, take the credit for the work and contributions done by women. We can do things today to stop this from happening in its insidious and subtle ways:

- Amplify the voices of women in group settings if they are being ignored, overlooked, stolen, or misattributed. Use your voice to repeat the original idea while providing support for and clearly identifying the woman who first stated it.
- In group settings, pause and check to make sure everyone has had a chance to contribute to the discussion or to the work. If you haven't heard from someone, actively ask for their input.
- Consult a diverse group of members of the community you are collaborating with- listen to learn and then echo back what you heard to make sure the message was received accurately.
- Distribute necessary "glue work" (activities done for good of organization but don't contribute to career advancement) equitably among the genders.
- Acknowledge everyone who contributed to the completion of the work.
- Recognize and celebrate the 'Shero's among us that contribute to excellence at WSU.

And don't forget all the great resources available through WSU- for example, The Women\*s Center <https://women.wsu.edu/womenstars-center/>