

WOMEN AT WORK: LEANING ON & LEVERAGING ALLIES

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THE REALITY OF **EARNING** YOUR PLACE

Credibility Starts at Zero.

THE UNSPOKEN STANDARD

WHEN EXPECTATIONS ARE DIFFERENT

A man with a beard and glasses, wearing a dark blue button-down shirt, is seated at a conference table. He is gesturing with both hands while speaking. In the background, several other people are seated at the table, looking towards him. A whiteboard is visible behind them.

CONFIDENT

A woman with dark hair tied back, wearing a dark blue button-down shirt, is seated at a conference table. She is gesturing with both hands while speaking. In the background, several other people are seated at the table, looking towards her. A whiteboard is visible behind them.

TOO MUCH

SAME BEHAVIOUR. DIFFERENT LABEL.

FINDING YOUR VOICE

IT'S NOT ABOUT BEING HEARD.
IT'S ABOUT BEING TAKEN SERIOUSLY.



YOU SPEAK.

You share your idea.
It's labeled **emotional**.



YOU ASK QUESTIONS.

You seek clarity.
It's seen as **uncertainty**.



YOU HAVE OPINIONS.

You offer perspective.
It's considered **overstepping**.



YOU STAY QUIET.

You hold space.
It's read as **not having anything to say**.

Same words.

Different
reaction.

Not the
message—
the messenger.

DIFFERENT REACTIONS. SAME MESSAGE: NOT QUITE RIGHT.

DO YOU BELONG?

IT'S NOT ABOUT FITTING IN.
IT'S ABOUT BEING VALUED AS YOU ARE.



INCLUSIVE CULTURE

Where different perspectives are **welcomed**, not tolerated.



FAIR OPPORTUNITIES

Access to the **same opportunities**, resources, and recognition.



RESPECTED & SUPPORTED

Your voice **matters**.
Your well-being **matters**.



ROOM TO GROW

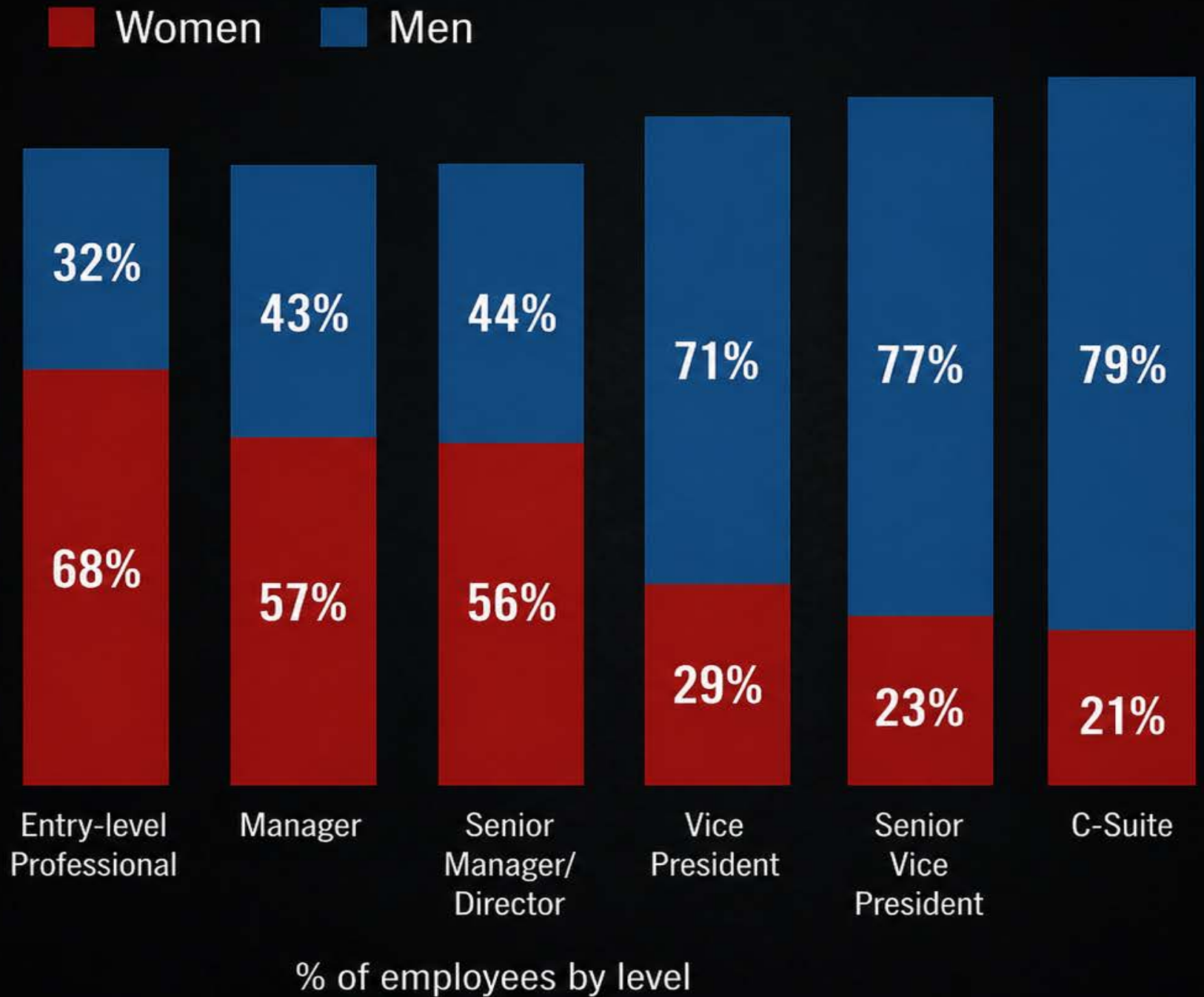
A clear path forward.
Without having to **prove more** just to get a seat at the table.

It's not just
having a seat.
It's feeling
like you belong.

BELONGING ISN'T A PERK. IT'S A PERFORMANCE DRIVER.

BEHIND THE NUMBERS

Representation Matters



WHEN LINES GET CROSSED

More Common
Than We Admit



THE WEIGHT OF IT ALL

More Than
Just a Job



ADAPTING TO FIT IN

THE TRADE OFF'S

- SPEAK LESS
- PROVE MORE
- STAY CALM
- DON'T ROCK THE BOAT
- FIT THE MOLD

THE TALLEST POPPY



More Visible.
You'll be noticed.



More Scrutiny.
You'll be judged.



More Pressure.
You'll be challenged.



The Cost of Standing Out.
You may stand alone.



THE INVISIBLE WORK

IT'S NOT JUST WHAT WE DO.
IT'S WHAT WE MANAGE.



MANAGING PERCEPTION

What we wear.
How we sound.
How we're received.



CHOOSING WHEN TO SPEAK

Will it land?
Will it backfire?
Will it cost me?



NAVIGATING COMMENTS

What gets said.
What doesn't get said to others.
What we let go.



SETTING THE TONE

Keeping it professional.
Keeping it steady.
Even when it's not.



CONSTANT. CALCULATED. UNSPOKEN.

A SEAT AT THE TABLE

Not Given.

Earned.



ALLYSHIP IN ACTION

The power
of being
BACKED.



ADVOCACY BEHIND THE SCENES



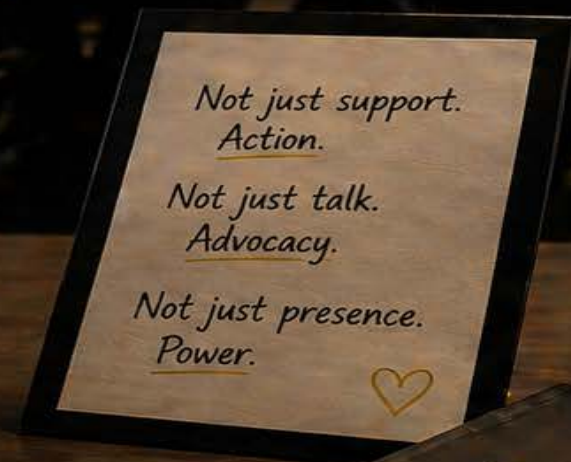
You're not in every room.



But you are still represented.



That's the power of being backed.



CREDIBILITY THAT CARRIES.



BUILT ON INTEGRITY.
EARNED OVER TIME.
RECOGNIZED EVERYWHERE.



YOUR WORK SPEAKS
WHEN YOU'RE NOT IN
THE ROOM.



RESPECTED BY PEERS.
TRUSTED BY LEADERS.
VALUED BEYOND TITLES.



SHE SET THE STANDARD.
WE FOLLOW IT.



I TRUST HER JUDGMENT.
I SEEK HER ADVICE.



THE IMPACT OF
HER WORK IS
EVERYWHERE.

NOT JUST PRESENT. NEVER FORGOTTEN.
THAT'S THE POWER OF CREDIBILITY.

CHANGING THE EXPERIENCE.



MORE THAN A SERVICE.
A SENSE OF **BELONGING.**



RESPECTED.
SUPPORTED.
EMPOWERED.



BETTER CULTURE.
BETTER DECISIONS.
BETTER RESULTS.



ONE EXPERIENCE
THAT **DRIVES IMPACT**
EVERYWHERE.

WHEN HER EXPERIENCE IMPROVES,
EVERYONE MOVES FORWARD.

BUILDING BETTER PATHS



COACH
grows you.



MENTOR
guides you.



SPONSOR
changes your
trajectory.



CHANGING WHAT'S NEXT.

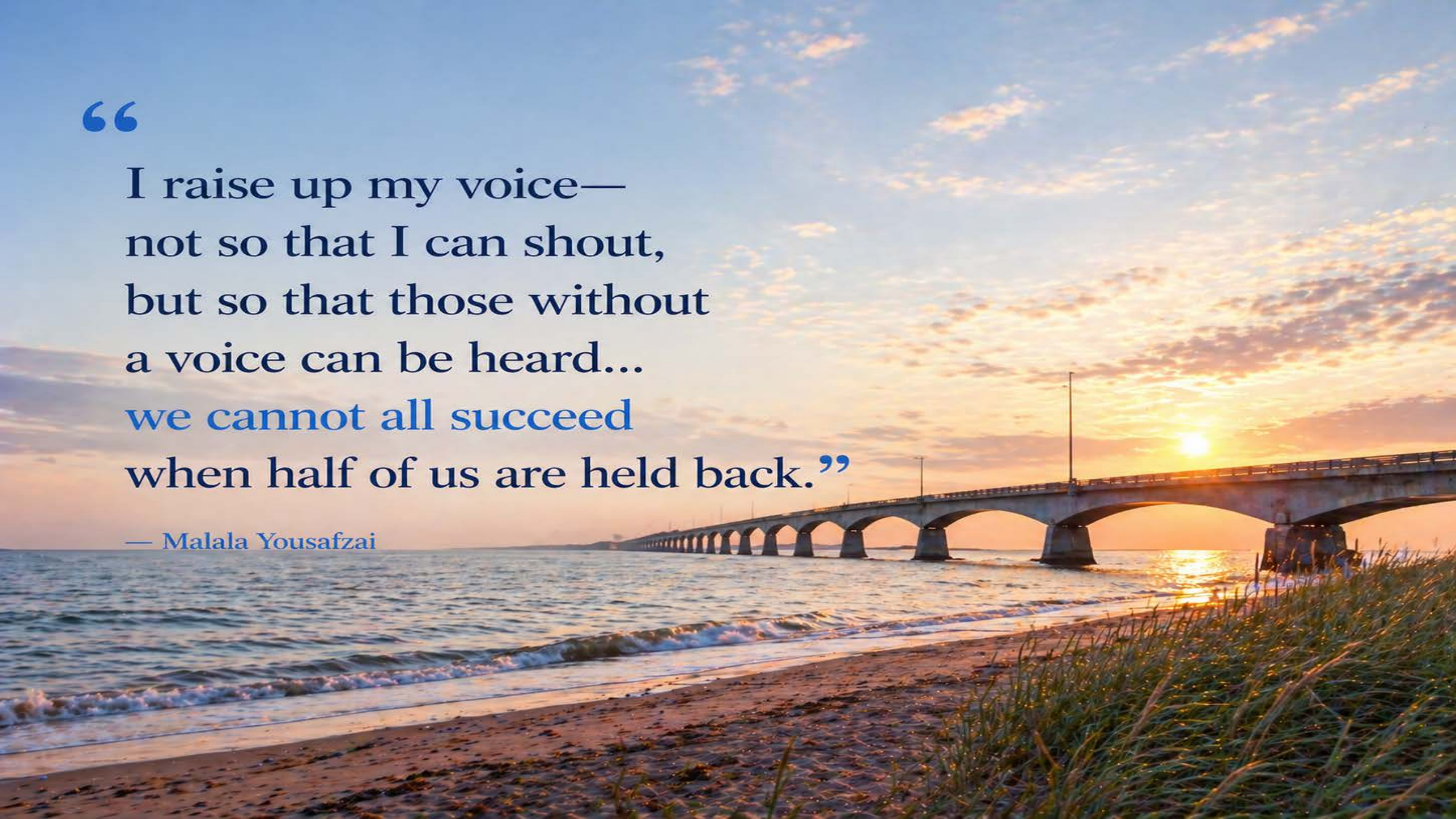
The Responsibility to Shift It



“

I raise up my voice—
not so that I can shout,
but so that those without
a voice can be heard...
we cannot all succeed
when half of us are held back.”

— Malala Yousafzai



QUESTIONS?

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HSE MANAGER



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