

Union of Saints

What Misogyny Looks Like in the Workplace & Ways to Overcome It

Female Dominated Spaces & Coed

Toward Women

1. **Discrediting Competence** – Assuming women are less skilled or knowledgeable, requiring them to “prove themselves” more than male colleagues.
 2. **Interrupting or Talking Over** – Cutting women off in meetings or dismissing their contributions until repeated by a man.
 3. **Unequal Pay** – Women receiving lower compensation for the same role or performance.
 4. **Glass Ceiling** – Women being excluded from leadership roles despite qualifications.
 5. **Appearance Policing** – Comments on clothing, makeup, or body rather than work performance.
 6. **Stereotyping Roles** – Expecting women to take notes, plan parties, or do “emotional labor” tasks.
 7. **Sexual Harassment** – Unwanted advances, comments, or touching.
 8. **Dismissal of Emotions** – Labeling women as “too emotional” when they express concerns.
 9. **Double Standards** – Men seen as “assertive” for the same behavior women are called “aggressive” for.
 10. **Exclusion from Networking** – Leaving women out of informal gatherings (golf, drinks, etc.) where decisions are made.
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Toward Men (Through Misogyny)

Misogyny also harms men when it enforces rigid ideas of masculinity that demean “feminine” traits.

11. **Shaming for Empathy** – Men being mocked for showing vulnerability, care, or emotional openness.
12. **Stigma in Care Roles** – Male nurses, teachers, or caregivers being devalued for working in “women’s jobs.”

13. **Discouraged Work-Life Balance** – Men penalized for taking paternity leave or prioritizing family.
 14. **Pressuring Aggression** – Expectation that men should be dominant, competitive, and unemotional at work.
 15. **Homophobia as Misogyny** – Men who don't conform to rigid gender roles are ridiculed or sidelined.
 16. **Silencing Male Allies** – Men who speak up for gender equality being labeled “weak” or “whipped.”
 17. **Financial Pressure** – Men expected to always be the “breadwinner” even if they want different priorities.
 18. **Mocking Interests** – Men criticized if they enjoy things coded as “feminine” (art, fashion, childcare).
 19. **Overwork Culture** – Men rewarded for burnout behaviors, reinforcing unhealthy norms.
 20. **Toxic Rivalry** – Pitting men against each other to prove who is “tougher” or “more manly.”
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Systemic / Cultural Misogyny

21. **Unequal Promotion Tracks** – Women funneled into admin/support roles, men into leadership.
 22. **Biased Evaluation** – Women's mistakes amplified, men's overlooked.
 23. **“Old Boys' Club” Culture** – Informal power networks that exclude women.
 24. **Unequal Parental Policies** – Policies assuming only women need family leave.
 25. **Jokes & Language** – Normalizing sexist humor, slurs, or stereotypes.
 26. **Lack of Reporting Safety** – Victims discouraged from reporting harassment or discrimination.
 27. **Tokenism** – Promoting one woman to look “inclusive” without changing misogyny culture.
 28. **Bias in Assignments** – Giving high-visibility projects to men, “busywork” to women.
 29. **Disciplinary Double Standards** – Women punished more harshly for the same mistakes.
 30. **Resistance to Equality** – Mocking or dismissing women.
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Ways to Overcome Misogyny in Female-Dominated Workplaces

Personal Awareness & Growth

1. **Practice Self-Reflection** – Notice when your judgments about coworkers are tied to gender stereotypes.
 2. **Challenge Internalized Bias** – Ask yourself: *“Would I think this about someone of another gender?”*
 3. **Avoid Gossip Culture** – Redirect conversations toward constructive support rather than personal critique.
 4. **Use Respectful Language** – Speak to coworkers about their work, not their appearance or family life.
 5. **Model Boundaries** – Respect others’ choices about time, family, and personal life.
 6. **Acknowledge Achievements Equally** – Give credit generously across all genders.
 7. **Be Open to Feedback** – If someone calls out a harmful pattern, listen without defensiveness.
 8. **Avoid Gatekeeping** – Share knowledge, mentor generously, and celebrate others’ growth.
 9. **Reframe Competition** – See coworkers as collaborators, not rivals.
 10. **Celebrate Differences** – Value diverse personalities, leadership styles, and approaches.
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Peer & Team Practices

11. **Build Inclusive Bonds** – Invite everyone (women and men) into social and professional networks.
12. **Rotate Tasks Fairly** – Don’t assign emotional labor, heavy lifting, or clerical work by gender.
13. **Support Mothers *and* Fathers** – Normalize parenting roles for all genders.
14. **Create Peer Mentorship** – Pair new staff with supportive mentors, avoiding “sink or swim” gatekeeping.
15. **Acknowledge Burnout Risks** – Don’t glorify overwork; model sustainable workloads.
16. **Call Out Cliques** – Gently disrupt exclusionary dynamics.

17. **Normalize Vulnerability** – Encourage empathy, not mock it.
 18. **Check Bias in Leadership** – Make sure promotions are based on performance, not friendships.
 19. **Encourage Allyship** – Support women who uplift women, and men who advocate for equity.
 20. **Practice Public Praise** – Highlight contributions openly so recognition is shared fairly.
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Organizational & Structural Shifts

21. **Set Clear Anti-Bias Policies** – Define gossip, favoritism, and exclusion as professionalism issues.
22. **Leadership Training** – Teach managers to spot and correct internalized misogyny.
23. **Transparent Promotion Criteria** – Create objective standards to reduce bias.
24. **Inclusive Parental Leave** – Offer policies that support both mothers and fathers.
25. **Anonymous Feedback Systems** – Allow staff to flag concerns without fear of retaliation.
26. **Conflict Mediation** – Provide neutral third parties for disputes, instead of letting gossip escalate.
27. **Regular Equity Audits** – Review pay, promotions, and recognition for patterns of gender bias.
28. **Wellness & Boundary Culture** – Encourage rest, respect for personal time, and mental health.
29. **Zero-Tolerance Harassment Policy** – Apply consequences consistently.
30. **Celebrate Role Models** – Highlight women and men who embody supportive, collaborative leadership.

Ways to Overcome Misogyny in Coed Workplaces

Individual Practices

1. **Name Microaggressions** – Speak up when women are interrupted, dismissed, or overlooked.
2. **Listen Actively** – Allow everyone to finish their thoughts before responding.

3. **Challenge Gendered Jokes** – Don't laugh along with sexist humor; redirect or shut it down.
 4. **Give Credit Properly** – Attribute ideas to the person who raised them, especially if a woman's ideas get repeated by a man.
 5. **Avoid Gender Assumptions** – Don't assign tasks (note-taking, tech setup, heavy lifting) based on gender.
 6. **Mentor Across Genders** – Provide equal guidance and sponsorship opportunities.
 7. **Use Neutral Language** – Say "team" or "colleagues" instead of "guys."
 8. **Respect Personal Boundaries** – Don't comment on appearance, family, or relationships unless invited.
 9. **Check Internal Bias** – Ask: *"Would I react the same way if this person were another gender?"*
 10. **Support Allies** – Back up coworkers who speak out against sexism, so they aren't isolated.
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Team & Peer Culture

11. **Normalize Equal Voices** – Use meeting structures (round tables, speaking queues) to balance airtime.
 12. **Encourage Collaboration Over Competition** – Reward team achievements, not just individual dominance.
 13. **Model Respect for Vulnerability** – Celebrate empathy, not just toughness.
 14. **Call Out Interruptions** – Managers and peers can redirect: *"Let's let her finish her thought."*
 15. **Equal Networking Access** – Include all genders in informal gatherings where decisions are made.
 16. **Rotate Visibility Roles** – Ensure both men and women get high-profile projects.
 17. **Reject Double Standards** – Treat assertiveness the same in all genders.
 18. **Promote Shared Caregiving Respect** – Normalize men leaving for school pickups and women staying late if they choose — no judgment either way.
 19. **Avoid Tokenism** – Don't expect one person to speak for their whole gender.
 20. **Create Psychological Safety** – Make it safe for anyone to report bias without retaliation.
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Organizational & Structural Actions

- 21.**Equal Pay Audits** – Regularly check for wage gaps and correct them.
 - 22.**Bias Training That Sticks** – Go beyond check-the-box; focus on skills like listening and interruption awareness.
 - 23.**Clear Anti-Harassment Policies** – Strong, enforced standards that apply to everyone.
 - 24.**Transparent Promotion Paths** – Publish criteria so advancement isn't shaped by favoritism or stereotypes.
 - 25.**Inclusive Parental Leave** – Equal policies for mothers and fathers.
 - 26.**Track Representation** – Monitor leadership, committees, and promotions for balance.
 - 27.**Neutral Evaluation Metrics** – Remove subjective categories like “likeability” from reviews.
 - 28.**Anonymous Reporting Tools** – Ensure staff can raise issues safely.
 - 29.**Leadership Accountability** – Hold managers responsible for equity in their teams.
 - 30.**Celebrate Diverse Role Models** – Highlight men and women leading in non-stereotypical ways (e.g., empathetic male leaders, assertive female leaders).
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