



Be a mental health ally, for all genders.

Women working in male dominated sectors can face bullying and harassment as well as inequity in leadership positions and in compensation.

The result? Stress, shame, depression, anxiety, and isolation.

And these feelings are not only experienced by women. Men, too, suffer mental health injuries from inequitable workplaces.

For more information about positive mental health, visit

ohs.bcgeu.ca



- **Get educated:** Challenge assumptions and negative attitudes. Seek to understand and clarify the unknown.
- **Be conscious of language:** Avoid words like “crazy” and casual use of medical diagnoses. Use “people first” language.
- **Speak up & make space for other voices:** Practice zero tolerance for harassment. Alert union OH&S committee to recurring harassment issues. Encourage discussion about women-specific OH&S conditions. Listen without judgement or fixing.
- **Demand equity:** Push for collective agreement language that gives weight to women candidates for leadership positions, provides same pay for same work, and addresses women-specific conditions.