

TIPS ON FEMINIST HUMAN RESOURCES

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Embedding feminist principles into human resources practices is a necessity for a thriving workplace. For feminist entrepreneurs and their diverse teams, here are nine tips on how to ensure your people and culture policies are as equitable, progressive, and inclusive as possible.

1 Establish transparent compensation practices

Make salary ranges public within your organization. This can significantly reduce the gender pay gap and ensure that everyone gets paid fairly for their work.

2 Offer flexible schedules

Offer reasonable flexible working hours. Staggered start times, compressed work weeks, and overall flexibility can lead to more productive teams.

3 Establish inclusive recruitment practices

State your commitments to equity, diversity, and inclusion upfront and remove unnecessary qualifications on job postings. Post on job boards that cater to diverse communities and ensure that your interview panels reflect the diversity you want to see in your candidates. Clearly state when relevant lived experience is an asset and consider other ways to mitigate unconscious bias in hiring.

4 Provide leadership opportunities and training

Actively promote women and gender-diverse people into leadership positions by creating opportunities in various departments. Invest in leadership development programs, mentorship initiatives, and feminist leadership training.



5 Build a safe and respectful workplace

Establish clear policies and procedures on how you will respond to harassment and discrimination. Involve employees in defining safe spaces to demonstrate commitment to a supportive workplace. Regularly educate on equity, diversity, inclusion, and belonging principles.

6 Create employee resource groups

Encourage and support the formation of employee resource groups for women and gender-diverse people, as well as for underrepresented groups, to provide a platform for sharing experiences, networking, and driving organizational change.

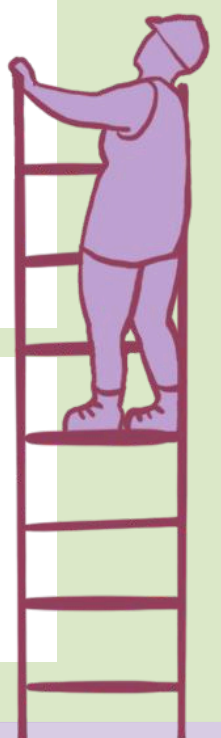


7 Provide access to mental health resources

Offer free webinars, quiet spaces onsite, and access to mental health services. Acknowledge the importance of mental health by providing resources and support to your staff.

8 Support employees with gender-informed health resources

Recognize that menstrual health, perimenopause, menopause, gender-affirming care, and trauma, including gender-based violence, can affect workplace experiences. Provide inclusive, trauma-informed resources to support all employees.

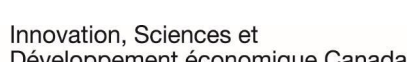
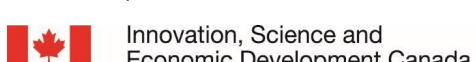


9 Use mindful language

Review all communications, policies, job descriptions, and other company documentation to ensure gender-inclusive language is used.

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