
Workplace Harassment:

Creating Holistic, Impactful Solutions for Media Companies

In this moment of #MeToo and Time's Up, the need for companies to find solutions to sexual harassment and abuse of power has become urgent. There is no one-size fits all solution, no single recipe for change.

We are offering a package of support to media companies that will empower insiders to challenge and change sexual harassment, abuse of power and gender inequality and create a more equitable and productive working environment for all. Our process builds organically from the positive parts of your organizational context and culture and allows you to develop a holistic and company-owned strategy that creates an actual difference.

What we'll do:

By working with us, your company will achieve the following goals:

- Understand and address gender inequality at all levels, from policies to promotions to pay discrimination
- Go beyond the quick fix of "sexual harassment trainings" (which we know don't work) to identify the less visible power dynamics, cultural norms and problems that are holding your organization back and develop strategies generated by leadership and staff for changing these
- Improve resilience and reduce self-censorship in the face of online and offline harassment
- Build systems of reporting and stepping up as a bystander that are fair and just, and give your employees an opportunity to speak out without fear of repercussion or judgement
- Bring all company employees along with the process, ensuring accountability and buy-in from senior to junior levels of staff
- Set a bold precedent amongst media companies and become known as a company where all employees feel safe and do their best work

How we'll do it:

Step 1: We support you in setting up an internal core team

Step 2: We work closely with the core team to develop a tailored package of support, based on our in-depth experience of how change happens

Step 3: We accompany you to make change happen! Along the way, we'll help the core team create systems and knowledge

Step 4: We evaluate, offer recommendations, and share a report on our process so your company has all the tools and skills needed to keep up the change you've created

How we're different:

- Our approaches are feminist. We bring the reputations of two organizations that are known for cutting edge, innovative and bold work in the gender equality space around the world.
- Our approaches are holistic. We recognize that trainings and HR reviews alone won't cut it. We offer a more sweeping- and more necessary- process and outcome.
- We adapt to your company's specific needs. We offer a tailored package based on an assessment, and make sure that your team is equipped to keep things going.

Who are we?

Gender at Work has set the standard when it comes to building cultures that embody equality and inclusion, bringing 15 years of experience and dozens of seasoned experts to changing deep-rooted inequalities in organizations. Hollaback! Is a global, people powered movement to end harassment, a recognized expert in addressing online harassment and teaching bystanders how to de-escalate.