**Additional Resources and Articles**

* [Glossary of Terms Related to Diversity, Equity, and Inclusion](https://www.unicef.org/rosa/media/1761/file/Gender) – UNICEF
* Breaking barriers: Unconscious gender bias in the workplace, Research note, ILO, [https://www.ilo.org/wcmsp5/groups/public/---ed\_dialogue/--act\_emp/documents/publication/wcms\_601276.pdf](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.ilo.org.mcas.ms%2Fwcmsp5%2Fgroups%2Fpublic%2F---ed_dialogue%2F--act_emp%2Fdocuments%2Fpublication%2Fwcms_601276.pdf%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Sexism at work: how can we stop it?, European Institute for Gender Equality (EIGE), 2020, [https://eige.europa.eu/news/sexism-work-how-can-we-stop-it](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Feige.europa.eu.mcas.ms%2Fnews%2Fsexism-work-how-can-we-stop-it%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Gender strategy toolkit, WGEA, [https://www.wgea.gov.au/tools/gender-strategy-toolkit#Download-the-full-diagnostic-tool](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.wgea.gov.au.mcas.ms%2Ftools%2Fgender-strategy-toolkit%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* The Workplace Gender Equality Agency: [https://www.wgea.gov.au/](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.wgea.gov.au.mcas.ms%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Catalyst: [https://www.catalyst.org/](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.catalyst.org.mcas.ms%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5), in particular: [https://www.catalyst.org/research-series/engaging-men-in-gender-initiatives/](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.catalyst.org.mcas.ms%2Fresearch-series%2Fengaging-men-in-gender-initiatives%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Regarding **flexibility** (practical methods: [https://www.familiesandwork.org/research/employer-employee-guides-and-toolkits-when-work-works](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.familiesandwork.org.mcas.ms%2Fresearch%2Femployer-employee-guides-and-toolkits-when-work-works%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Harvard business review: [https://hbr.org/topic/gender](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fhbr.org.mcas.ms%2Ftopic%2Fgender%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Women’s Leadership Innovation Lab: [https://womensleadership.stanford.edu/tools](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwomensleadership.stanford.edu.mcas.ms%2Ftools%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* European Institute for Gender Equality: [https://eige.europa.eu/](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Feige.europa.eu.mcas.ms%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* EmpowerWomen (UN partnership, WEP:) [https://www.empowerwomen.org/en](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.empowerwomen.org.mcas.ms%2Fen%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Equileap (Gender equality in the workplace data): [https://equileap.com/](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fequileap.com.mcas.ms%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Champions of change coalition: [https://championsofchangecoalition.org/reports-and-resources/](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fchampionsofchangecoalition.org.mcas.ms%2Freports-and-resources%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* Psychological safety and the leadership factor: [https://www.leaderfactor.com/psychological-safety](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.leaderfactor.com.mcas.ms%2Fpsychological-safety%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [Gender in Human Resources: Hiding in plain sight - Ainsworth - 2022 - Human Resource Management Journal - Wiley Online Library](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fonlinelibrary.wiley.com.mcas.ms%2Fdoi%2Ffull%2F10.1111%2F1748-8583.12437%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [Motherhood Penalties and Fatherhood Premiums: Effects of Parenthood on Earnings Growth Within and Across Firms | Demography | Duke University Press (dukeupress.edu)](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fread.dukeupress.edu.mcas.ms%2Fdemography%2Farticle%2F58%2F1%2F247%2F167586%2FMotherhood-Penalties-and-Fatherhood-Premiums%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [The Science Behind Unconscious Bias - And How It Affects Hiring (beapplied.com)](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.beapplied.com.mcas.ms%2Fpost%2Funconscious-bias-explained-and-how-it-affects-hiring%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [Gender Bias Sways How We Perceive Competence in Faces – Association for Psychological Science – APS](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.psychologicalscience.org.mcas.ms%2Fnews%2Freleases%2Fgender-competence-faces.html%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/introdiversity.aspx](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.shrm.org.mcas.ms%2Fresourcesandtools%2Ftools-and-samples%2Ftoolkits%2Fpages%2Fintrodiversity.aspx%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [Gender 101 Training | U.S. Agency for International Development (usaid.gov)](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Fwww.usaid.gov.mcas.ms%2Fengendering-industries%2Fgender-101-training%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)
* [Concepts and definitions | European Institute for Gender Equality (europa.eu)](https://mcas-proxyweb.mcas.ms/certificate-checker?login=false&originalUrl=https%3A%2F%2Feige.europa.eu.mcas.ms%2Fgender-mainstreaming%2Fconcepts-and-definitions%2F%3FMcasTsid%3D15600&McasCSRF=962c1e8514564409ab6be72423d0529a36f46d5506f259c7485971bcd03c09b5)