Understanding the intersection of gender and other social categories is fundamental. We must recognize that gender issues are relevant to everyone and gender inequity is a problem that we all contribute to, not just certain groups.

**Step 1: Acknowledge the Impersonal Experience of Advancing Gender Equity.**

Gender issues and inequities can affect anyone, regardless of their gender. The norms and expectations imposed on individuals shape their experiences and opportunities. We must remember to question norms, biases, and processes—including our own—by challenging the status quo with an eye toward gender and intersectionality.

**Step 2: Engage in Multidirectional Actions.**

Gender partners work within and across genders for the benefit of all. Gender advantages and disadvantages are informed by how gender intersects with other social categories—a framework called intersectionality. We can leverage our own intersectional perspectives, as well as our awareness of others' identities, to relate to the people around us.

**Step 3: Act on Your Own Learning and Behavior Change.**

In addition to personal growth and development, the act of questioning norms and behaviors can help create a more inclusive workplace. Consider the interplay of gender and intersectionality in your own experiences to foster meaningful connections with colleagues of different genders.

**Step 4: Take Accountability for Your Gender Partnership.**

To become an effective gender partner, focus on how gender intersects with other social categories and work to challenging assumptions and biases. Consider the experiences of colleagues with different identities and engage in meaningful ways that address intersecting issues of gender and race in the workplace.