MALE ALLY

Be A Male Ally – Show up as a man who is supportive and attentive to the needs of women. Actively take steps to create environments that are inclusive and equitable.

Supporting women is not a women's issue. It is everyone's issue. Being a male ally is an effective way to change the landscape and create a new culture. It demonstrates your desire to create equitability and be a champion for women. Male allies associate, cooperate and support women.

BEING A MALE ALLY IS RECOGNIZING THE INEQUALITY THAT EXISTS BETWEEN GENDERS/SEXES AND ACTIVELY TAKING STEPS TOWARDS AND STANDING UP FOR ISSUES THAT AFFECT WOMEN.

AN EFFECTIVE MALE ALLY ACTIVELY:

COMBATS WORKPLACE HARASSMENT

SPEAK UP, STAND UP, CALL IT OUT! Talk with your male colleagues about appropriate conduct in the workplace. Openly defend the victims of inappropriate behavior by men. Make it clear to other men that what they are saying or doing is inappropriate.

ADVOCATES FOR PAY EQUITY

PROMOTE PAY TRANSPARENCY AND ACCOUNTABILITY. Insist that salary ranges are posted with job descriptions for open roles. Demand fairness in compensation for all individuals in the same/similar roles.

CULTIVATES WOMEN IN LEADERSHIP

BECOME A MENTOR TO A FEMALE COLLEAGUE. Publicly acknowledge quality work by female colleagues. Talk openly with female colleagues about opportunities for promotions and growth within the company. Actively promote women into leadership opportunities

THE ABC'S OF BEING AN ACTIVE ALLY

A AMPLIFY THE FEMALE VOICE

Ask your female colleagues for their opinions on business endeavors. If you see a female colleague get interrupted, let the room know that you're interested in hearing her thoughts, and ask her to share her comments. Make sure there are opportunities for women to join working groups and committees.

B BE ACCOUNTABLE

When someone points out your mistakes, acknowledge the impact of the wrong that was done, apologize for the act, and let the lesson carry you forward. Hold other men to the same accountability.

C CHALLENGE SOCIAL NORMS

An effective male ally calls out microaggressions, male privilege, gender stereotypes, and existing systems and biases that don't promote equity and inclusivity.

DOING YOUR HOMEWORK AND RESEARCH

EXPLORE EVIDENCE OF WOMEN'S OBSTACLES AND LEARN FROM OTHERS TO SUPPORT WOMEN'S GOALS AND ENCOURAGE THEIR AMBITIONS.

- Ask their pronoun
- Talk to your female colleagues. Have honest conversations about barriers, beliefs, and experiences
- Learn from other male allies. Be comfortable asking for feedback and understand that you don't know what you don't know.
- Research your workplace policies. Do they account for lactation rooms? Gender-neutral bathrooms? Equal parental leave policies?

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