



Powering the
Leadership
Journey for
Women in STEM

Athena's Male Allyship Committee Presents Professional & Personal Male Allyship Actions

Allyship Actions | Professional Setting

- **Mentor and sponsor a woman:** Take the initiative to mentor a woman in your workplace. Help her grow and navigate the professional landscape, including advocating for her growth opportunities and advancement. Introduce her to key players in your own professional network that might be important for her advancement. Make it clear she has your full trust and support.

***Example:** Start by inviting one female colleague to have a conversation about what they want in their career or what their future plan is. "I would love to understand more of what you are looking for in your career and see how I can support you and connect you to others as well." Based on that conversation, commit to concrete next steps that you can take to help her.*

- **Promote Inclusive Conversations:** Ensure that every voice, especially those of women, is valued and heard in meetings. Proactively create a space where ideas are recognized and attributed correctly.

***Example:** Make attribution in meetings a habit. Give credit in the conversation as it's happening. For instance, if your female colleague's point is overshadowed by someone else, say, "I found what [her name] was saying about [her viewpoint] insightful. Could we circle back to that?" If you are building upon her point later in the conversation, say "[Her name] made a good point earlier about [topic], and I was thinking..."*

- **Evenly distribute office housework:** Be attuned to gender assumptions about jobs; say something when office housework is unfairly directed to your female colleagues and do something about it.

***Example:** Volunteer for office housework; this role-models the behavior to other men and makes distribution more equitable. Commit to doing office housework each day (there's plenty of opportunities). Schedule the follow-up meeting, take the meeting notes, get the birthday card for your co-worker, or order lunch for the team.*



Allyship Actions | Personal Setting

- **Guide Your Buddies and Sons:** Be the friend who brings up women's rights and issues in casual chats. Share experiences, including the mistakes you've made, to promote understanding among your friends and family. Teach your sons the principles you are learning.

***Example:** While hanging out with friends and sharing stories, mention, "You know, I talked to [female friend's name] the other day and heard about something she faced that I hadn't thought about before." Dive into the story and wrap up with, "It made me think about how we can be more supportive in situations like that." If anyone gives you a hard time over your work towards gender equity, take the opportunity to have the conversation.*

- **Share the mental and physical load at home:** It's essential to actively recognize and share the time-consuming domestic tasks and childcare responsibilities. Acknowledge that planning and maintaining a household (including childcare, healthcare, and chores) are valued responsibilities to be shared.

***Example:** Schedule time with your partner to talk through household responsibilities. List them out... It's usually a long list, and may include things you hadn't thought about (like scheduling the kids for their next dental visit, or creating the grocery list for the week). Using the list, talk through who is responsible for each and what good looks like for the both of you. Reassign responsibilities equitably considering the effort, task preference (e.g. washing the dishes is also my thinking time), and skills. When this is done well, your partner does not need to think about items on your responsibility list at all. You just do them.*

- **Facilitate Time for Her Professional Growth:** Encourage and support the women in your life as they seek professional opportunities, even if it means adjusting personal schedules or responsibilities.

***Example:** Proactively offer her time back to make space for her career. If your partner has a networking event after work, give needed support so that she can attend **without stressing about it.** (E.g. Don't ask what's for dinner; prepare it so she can enjoy it when she gets home.) If your schedule frees up, offer to take something off her hands (like picking the kids up) so that she can finish that presentation she's working on.*