

Male Ally Actions

Personal/Relational Actions

Start at home: To be legit as an ally, share 50/50 in all domestic duties, including emotional labor. Take time off & leave loudly.

Break the ice: *Notice* high-potential junior women and initiate mentoring conversations (JP Morgan's 30-5-1 pledge).

Demonstrate cultural humility: Appreciate that you don't fully understand her experience(s) in the workplace or the identities that matter to her. Show genuine interest in her experiences and identities.

Listen generously: Listen to her with the intent to understand her experience, not the intent to "fix" her or her "problem."

Avoid assumptions: Ask her about *her* career aspirations, ideal jobs, interest in opportunities, don't assume (and don't attempt to clone her in your image).

Get over the tears & emotions: It's a fact. Women tear up more often than men. Tears have no bearing on intelligence & creativity.

Honor her approach to leadership: Women often employ more democratic and inclusive approaches to leadership. Learn from her leadership style, don't press her to lead like a man.

Respond well to feedback: Foster trust-based friendships with women at work who will give them honest, unvarnished feedback about any bias or sexism. They respond with humility and gratitude.

Public/Systemic Actions

Engage in gender inclusion initiatives and events: Show up, stay the whole time, listen, learn, and ask how you can contribute.

Make sure she is included: Notice who is not present at key meetings and social events where business is discussed. Be an advocate for insuring women are invited.

Provide transparency: Push back on secrecy around salaries, promotions, and benefits. Give her the inside scoop and advocate for organizational transparency.

Call out *manteruptions* and *bro-propriations*. In meetings, be hyper-alert to women being interrupted, having their ideas taken, or being assigned office housework.

Call out her expertise: De-center so women have more time to talk and more physical space in meetings. Ask for her perspective and give a testimonial about what you've learned from her.

Practice watchdog behaviors: Be ever alert to sexist, biased, or harassing comments or behaviors. Immediately address them (practice the 3-second rule) and *own* it!

Confront other men: Use good judgment regarding public or private confrontation of bad behavior by other men, #BroNo! Then, reinforce men for allyship, #GoBroGo!

Sponsor women loudly: Boldly push women forward for opportunities.

Adapted from Smith, D. & Johnson, B. (2020). *Good guys: How men can be better allies for women in the workplace*. Boston: Harvard Business Review Press.