



8 THINGS YOU CAN DO AS A MALE ALLY FOR WOMEN



UNDERSTAND...

women's histories, experiences and challenges



SUPPORT...

but don't step in or help on their behalf, especially if they don't want or need your help.



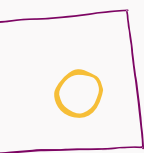
LISTEN ACTIVELY...

by stop talking and being present. Understand and ask questions. Don't assume you know the answer and don't think you know what they are trying to say.



CHALLENGE SEXIST COMMENTS...

when you hear them. When you hear someone calling a female colleague 'bossy', ask them what they mean & encourage them to think if they would call bossy a man doing the same things. Consider this a learning moment rather than a chance to cause shame or embarrassment.



CALL OUT BIASES...

whenever you can. Ensure that you and your team members are aware of gender bias when evaluating performance. Note explicitly what constitutes excellent performance and ensure that goals are stated, understood and easy to measure.



ACKNOWLEDGE...

women's contributions. Give them the credit they deserve. if you think a woman's contribution is overlooked, highlight it and give full credit.



DISTRIBUTE EQUALLY...

non-promotable work. Be aware that women tend to be asked to take on non-promotable or volunteer work (office "housework", filling in for colleagues, unskilled routine work). Know this and distribute these tasks equally (i.e. by rotating non-promotable work across employees).



DON'T INTERRUPT WOMEN...

and if you hear a male colleague interrupting a female colleague, intervene. if you are a leader, set the tone and put make explicit that interruptions will not be accepted.

Funders:



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