

10 Ways Men Can Be Better Allies to Women

1. Interrupt bias in real time.

When a woman is interrupted, dismissed, ignored, step in with.



"Let's hear her finish."
or "That idea was Sara's,
let's go back to it."

Silence enables and perpetuates bias;
respectful interruption resets equality.



2. Credit women publicly for their ideas.

Women's contributions are often overlooked. In meetings or emails, say:
"That was Maria's suggestion."
or "I want to build on
Claire's point."

Public credit protects both visibility
and intellectual ownership.



3. Make room for women to speak.

Avoid interrupting,
pause before responding,
and invite input.

"What's your
perspective, Ava?"



4. Recommend women for opportunities.

When asked for speakers,
board members, or subject-matter
experts: share names of qualified
women, circulate their work, and
nominate them. Access often
begins with referrals.



5. Be a mentor and a sponsor.

Mentorship gives guidance;
sponsorship uses influence.

Advocate for women in
promotion conversations,
make introductions,
and connect them
with stretch opportunities.



6. Share the unglamorous work.

Notice patterns: women taking notes
while men lead or being assigned
"office housework."

Take initiative or rotate and
redistribute these tasks
more intentionally.



7. Listen with curiosity, not judgement or defensiveness.

When women describe bias,
don't explain it away —
listen, ask, and acknowledge.

Honest listening
builds trust and insight.



8. Support policies that promote equity.

Advocate for pay
transparency, parental
leave, flexible work, and
fair promotion practices,
Individual advocacy matters,
but policy change sustains equity.



9. Challenge "locker room" culture.

Don't laugh, roll your eyes,
or stay quiet. A simple
"That's not okay"
helps reshape norms.



10. Do your own learning.

Don't rely on women to educate you,
Read, engage, and attend workshops
on gender equity and inclusive
leadership.

Real allyship is visible,
measurable, and ongoing.

