Actions Men Can Take to Create an Inclusive Workplace

TELL OTHER MEN ABOUT YOUR COMMITMENT TO CREATING A WORKPLACE THAT IS GENDER INCLUSIVE

BE ATTENTIVE TO SUBTLE WAYS THAT SOME MEN MAY UNCONSCIOUSLY CAUSE WOMEN COLLEAGUES TO FEEL DIMINISHED

DO NOT SHAME OR HUMILIATE MEN WHO DO NOT FIT YOUR NOTION OF WHAT A MAN SHOULD BE

USE WORK-LIFE FLEXIBILITY BENEFITS, IF YOU HAVE THEM

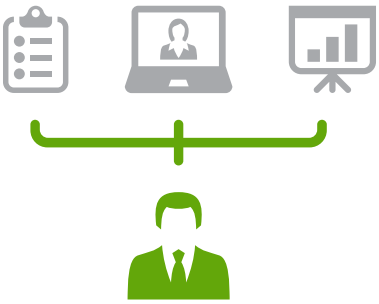
Catalyst believes that men have a pivotal role to play in creating workplaces where both women and men can thrive. Our research suggests that a critical aspect of this role is to be an example to other men. Below, we have listed some actions that men can take to enhance their understanding of the barriers to gender inclusion in the workplace and to learn ways to be influential role models to male peers.

Acting on just 10 of these behaviors—the ones that you feel most able to take action on—*can* make a difference in your workplace.

1. **Accept that it is your responsibility** to help end sexism in the workplace—even though it is not your fault that sexism exists.
2. **Tell other men about your commitment** to creating a workplace that is gender inclusive.
3. **Listen to women colleagues** when they attribute certain work experiences to sexism without being defensive, offering alternative explanations, or otherwise invalidating what they say.
4. **Be attentive** to the subtle ways that some men may unconsciously cause women colleagues to feel diminished (e.g., interrupting women colleagues in meetings, validating/giving more weight to views expressed by men relative to those expressed by women). Avoid these behaviors and encourage male peers to do so as well.
5. **Do not laugh** at or tell sexist jokes.
6. **Do not implicitly condone sexist jokes** by ignoring them.
7. **Do not shame or humiliate men** who do not fit your notion of what a man should be. Allow every man the chance to define manhood for himself without your judgment.
8. **Eliminate words** like "sissy," "fag," "whipped," or any other terms intended to question other men's masculinity from your vocabulary. Demonstrate to other men that you disapprove of these words.
9. **Do not use references** such as "chick," "bitch," "girl," or other terms that demean or otherwise diminish women colleagues. Confront others who do.
10. **Do not make or ignore comments** that objectify women colleagues. Let other men know that you disapprove of such comments.
11. **Do not shame or humiliate women** who do not fit your notion of what a woman should be. Allow every woman the chance to define womanhood on her own terms without your judgment.
12. **Use work-life flexibility benefits,** if you have them (e.g., paternity leaves, family leaves, and telecommuting), to manage your work and personal responsibilities.

INCLUDE MORE WOMEN IN YOUR PROFESSIONAL NETWORK, AND LET MALE PEERS KNOW ABOUT THE BENEFITS OF HAVING A GENDER DIVERSE NETWORK

TAKE RESPONSIBILITY FOR YOUR OWN LEARNING. DON'T RELY ON WOMEN COLLEAGUES TO LEARN ABOUT GENDER INEQUALITY



GET INVOLVED IN YOUR ORGANIZATION'S GENDER-FOCUSED EMPLOYEE RESOURCE GROUPS (ERGS)

13. **Communicate your support for male colleagues** who use work-life flexibility policies/benefits to manage their work and personal responsibilities.
14. **Challenge the popular notion** that the ideal employee is one who has no other commitments outside of work.
15. **Include more women** in your professional network, and let male peers know about the benefits of having a gender diverse network.
16. **Mentor and/or sponsor** an emerging women leader.
17. **Seek opportunities** to work with people who may see you as an "outsider," based on your socio-demographic, functional, professional, or cultural identity, to enhance your skills at working effectively in a diverse workplace.
18. **Talk to other men** about the costs of gender inequity—for both men and women—in the workplace.
19. **Take responsibility for your own learning.** Don't rely on women colleagues to learn about gender inequality. Use your own observational/fact-finding skills.
20. **Examine why** there aren't more women in your workgroup if it is male-dominated.
21. **Examine why** there aren't more men in your workgroup if it is female-dominated.
22. **Be attentive** to whether men and women colleagues are being judged by different standards (e.g., promotion criteria based more on potential for men and more on demonstrated achievement for women, marital/parental status being considered in personnel decisions concerning women but not men candidates). Speak up if you observe gender bias.
23. **Volunteer to take on administrative tasks,** and don't allow these tasks to be consistently delegated or assumed by women team members/colleagues—even if women volunteer to take on these tasks.
24. **Speak up** if you notice gender-based assumptions being made about your colleagues' needs, work interests, and competencies (e.g., she won't want to relocate because she has a small child; he doesn't need work-life flexibility; she doesn't really want to be on the fast-track).
25. **Get involved** in your organization's gender-focused employee resource groups (ERGs), or start one if your organization doesn't have any.
26. **Include women colleagues** if you notice them being excluded from conversations/decisionmaking processes in which they should be involved.
27. **Join men's groups** dedicated to ending sexism.
28. **Let your male peers know** about a woman leader you admire.
29. **Be a role model** for other men on how to work effectively with women.