

ACTIONS **MEN** CAN TAKE TO CREATE AN INCLUSIVE WORKPLACE

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 develop capacities as agents of change and as influential role models to male peers. Acting on these behaviors can make a difference in your workplace and begin to create a critical mass for change.

For more tips and tools, visit onthemarc.org/resources.



1. **BE OPEN** with other men about your commitment to creating a workplace that is gender-inclusive and invite them to join you.

2. **TALK TO** other men about the costs of gender inequity—for both men and women—in the workplace.

3. **USE WORK-LIFE FLEXIBILITY BENEFITS**, if you have them (e.g., paternity leaves, family leaves, and telecommuting), to manage your work and personal responsibilities and don't be shy about it.

4. **COMMUNICATE YOUR SUPPORT** for male colleagues who use work-life flexibility policies/benefits to manage their own work and personal responsibilities.

5. **TAKE RESPONSIBILITY** for your own learning. Don't rely on women colleagues to learn about gender inequality. Use your own observational/fact-finding skills and seek out resources to educate yourself.

6. **MENTOR AND/OR SPONSOR** an emerging woman leader and encourage your male peers to do the same.

7. **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).

8. **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 at work.

9. **SHARE YOUR STORIES** of working for inclusion with other men - both the good and the bad. It is just as important to share your failures as it is to share your successes so that everyone can learn from the experience.

10. **GET INVOLVED** in your organization's gender-focused employee resource groups (ERGs), or start one if your organization doesn't have any.



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