

Standing Up for Women

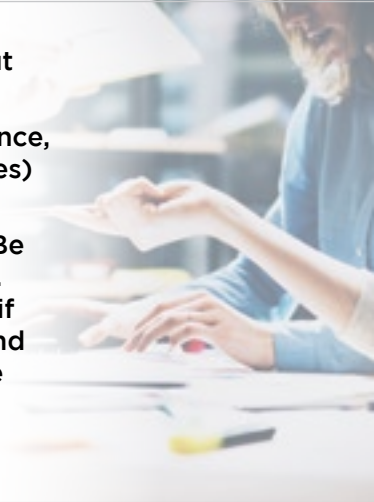
Being a Male Ally is about awareness and action. A Male Ally recognizes that inequality exists between genders and regularly steps up on behalf of women – at work, at home, and in our society. This includes heterosexism and cisgenderism.

PROBLEMS

Nearly 50% of men believe women are equally represented in leadership positions; in reality, **only one in ten senior leaders are women. All women make an average of 76¢ for every \$1 a white male earns.** In the workplace, women are more likely than men to be interrupted, and many women report having their ideas co-opted by men or taken seriously only when reiterated by a man.

SOLUTIONS

- When a woman at work is being talked over or interrupted, help bring the focus back to her. Call out the behavior.
- Ask – don't assume. Share your social capital (influence, information, knowledge, and organizational resources) with women to best support their efforts.
- Advocate for fair workplace policies and use them. Be open about your salary with your female colleagues. Along with women, use work-life flexibility benefits if they are available. Practices like pay transparency and equal parental leave encourage a thriving workplace environment.



Many women with male partners work a “double shift” of paid employment and household/childcare duties. **Women with a male partner and children are 6 times more likely to do more of the housework,** even when they are the primary breadwinners.

- Be specific about how to share responsibilities at home. Educate yourself about this imbalance and why it matters, and make sure to do your part.
- Encourage the children in your life to embrace diversity. Show them role models, of different genders, ethnicities, and sizes. Allow children, including boys, the full range of their feelings and emotions. Lead by example.
- Support legislation that would result in paid family leave and affordable childcare. Take parental leave and encourage other men to do the same. Support organizations like Women's Fund of Rhode Island that are working for these laws to be implemented.



The Global Gender Gap Report 2020 states that parity will not occur for nearly 100 years.

The U.S. ranks 53 out of 153 developed countries for gender equity, largely because of the lack of women in political leadership roles. Economic insecurity is the root cause of many problems faced by women and girls.

- We can all listen more and speak less. Try not to impose ideas on how to “save” an individual or group. Be a sounding board. Good listening creates trust.
- Reflect on and challenge your own implicit biases and privilege. Ask, “What am I missing?” Participate in training that can help you identify the root causes of stereotypes, understand the role of structural discrimination, and create a shared understanding of diversity, equity, and inclusion.
- Be part of creating a culture that openly values and supports women. When you spot sexism, consider these simple responses:
 - » I don't enjoy talking about women that way
 - » I'd rather not hear those kinds of comments
 - » Let's keep things professional
 - » Let's not overgeneralize
 - » That kind of talk doesn't belong here
 - » Knock it off



Further Reading

ARTICLES

1. The Combahee River Collective Statement, by the Combahee River Collective, https://americanstudies.yale.edu/sites/default/files/files/Keyword%20Coalition_Readings.pdf
2. The Aftermath of Bill Cosby's Admission? That's Rape Culture., by Zeba Blay, https://www.huffpost.com/entry/bill-cosby-rape-culture- n_7743528?utm_hp_ref=women&ir=Women&guccounter=1
3. Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color, by Kimberlé Williams Crenshaw, <https://www.racialequitytools.org/resourcefiles/mapping-margins.pdf>
4. The Intersectionality Wars, by Jane Coaston, <https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>
5. Even Breadwinning Wives Don't Get Equality at Home, by Aliya Hamid Rao, <https://www.theatlantic.com/family/archive/2019/05/breadwinning-wives-gender-inequality/589237/>
6. Global Gender Gap Report 2020 (Mind the 100 Year Gap), by World Economic Forum, <https://www.weforum.org/reports/gender-gap-2020-report-100-years-pay-equality>
7. Infographic: Actions Men Can Take to Create an Inclusive Workplace, by Catalyst, <https://www.catalyst.org/research/actions-men-can-take-to-create-an-inclusive-workplace/>
8. White Privilege: Unpacking the Invisible Knapsack, by Peggy McIntosh, <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>
9. Men as Allies, by Forté, <http://www.fortefoundation.org/site/PageServer?pagename=allies>
10. What Motivates Me to Champion Gender Diversity?, by Sandra Guy and Anne Perusek, <https://alltogether.swe.org/2019/04/what-motivates-men-to-champion-gender-diversity/>
11. The Missing Women, by Colleen Flaherty, <https://www.insidehighered.com/news/2017/12/19/study-finds-men-speak-twice-often-do-women-colloquiums>
12. 5 Ways Men Can Be Women's Allies At Work, by Emilie Aries, <https://www.forbes.com/sites/emiliearies/2017/08/15/5-ways-men-can-be-womens-allies-at-work/#776bd2e013de>
13. Attention Men: How to Become an Ally For Women's Rights, by Aspen Russell, <https://www.awis.org/attention-men-ally/>
14. Language Ideologies: Do Women Really Talk More Than Men?, by Erin Donnelly, <https://blog.pimsleur.com/2018/11/19/language-ideologies-do-women-really-talk-more-than-men/>
15. Dear Men Who Wish to Be Allies to Women: 12 Things You Need to Know, by Lisa O'Neill, <https://everydayfeminism.com/2017/03/dear-men-who-wish-to-be-allies/>
16. Allyship - The Key To Unlocking The Power Of Diversity, by Sheree Atcheson, <https://www.forbes.com/sites/shereeatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/#1df175c049c6>
17. How Men Can Become Better Allies to Women, by W. Brad Johnson and David G. Smith, <https://hbr.org/2018/10/how-men-can-become-better-allies-to-women>

BOOKS

1. Dear Ijeawele: A Feminist Manifesto in Fifteen Suggestions by Chimamanda Ngozi Adichie
2. Feminist Theory: From Margin to Center by bell hooks
3. Bad Feminist by Roxane Gay
4. Boys and Sex by Peggy Orenstien