

# HOW CAN MEN BE ALLIES FOR WOMEN?

A Quick Guide from GWN & AGWN

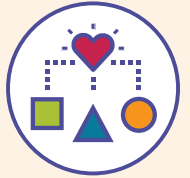


## What does 'being an ally' mean?

Men who are allies for women colleagues are crucial partners in achieving gender equality. Without that partnership, it's much harder to address the barriers and inequalities that women face. There are many men in the public service workforce already acting as allies and we can learn from them. A good definition for men who are allies is: **men who will advocate for women whether they are in the room or not.**

## Understanding diversity and inclusion

Diversity refers to the traits and characteristics that make people unique. This can include (but isn't limited to) gender, ethnicity, faith, disability, sexual orientation, age and other identifiers that reflect the full spectrum of the society in which we live and work. Inclusion is being committed to behaviors and social norms that ensure people of all diversities can actively participate.



## What are the benefits of gender equality?

There are many benefits – for men and women – to having equal representation for women in the workplace. From business success to better personal relationships, respect, improved workplace culture and sense of community responsibility, research shows that men's lives are improved in many ways when they actively engage in making progress for women.

## 6 KEY SKILLS FOR BEING AN ALLY

If you're keen to begin working alongside women as an ally, here are some key skills to help guide you to success.

### Listen

Listening is the foundation of trust and respect. It requires focus, sincerity, and empathy.

### Be open

Humility and open-mindedness are crucial for making progress and being part of the solution.

### Be visible and vocal

Acknowledge and actively promote accomplishments and successes at every level. When you see inequalities, speak out.

### Be respectful

Before you engage, take into respectful consideration others' experiences and give thought to how you can contribute constructively.

### Do the easy stuff and the hard stuff

The hard things may be uncomfortable, but the best way to address this is with more honest interaction, conversation and learning, not less.

### Develop and promote supportive partnerships

Successful allies find their experiences are mutually beneficial. Be an advocate, ask questions and learn how you can best support others.

## WANT TO KNOW MORE?

For more insight into issues women face in the workplace, talk to women you know about their experiences. You can also visit [gwn.govt.nz/men-as-allies](https://gwn.govt.nz/men-as-allies) to find links to helpful research, videos, podcasts and more.

