

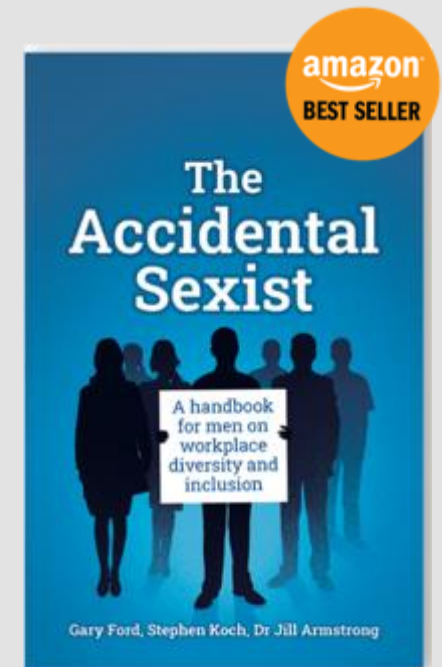


Men for  
Inclusion

# Persuading men to act for inclusion

Achieving gender equality in the workplace 2022

Dr Jill Armstrong



# Three themes

- 1) Why most men from majority groups aren't active in working for gender equity and inclusion
- 2) Practical tips on engaging men in action
- 3) Effective actions to take together to create an inclusive culture

# Moving towards action



AIDA model

What stands in the way?

- It's not a priority

Action: What's in it for men?



## What stands in the way?

- Don't recognise unintentional bias in our own actions
- *"It's not easy for a man to get promoted these days"*

### Action

- Collect and share the data
- Workshops with men

## Workshops with men, led by men



- With leaders: prioritise actions
- With all: recruiting advocates to cascade change
  
- A dialogue to share experiences
- Share the data
- Bring in women's voices
- Not about blaming or remedial work
- What's in it for men?
- What men can do

## What stands in the way?

- Don't know what action to take and feel uncomfortable about "getting it wrong"

Action

- Coach on how to call out everyday [unintentional] acts of exclusion

What we can  
do together





# Inclusive behaviours



State at the start of meetings that it will be run in an inclusive way (offer training in chairing)



Coach people in how to politely tackle interruptions and give credit where it is due



Check in with people you don't often talk to and give them time to tell you how they are



Practice difficult feedback with colleagues

# Open up paths for all to progress



Advocate for talented people from under-represented groups when they aren't in the room



Help everyone to articulate their career goals



Open-up useful connections with people in your network



Publicly and specifically credit contributions from members of under-represented groups

## In conclusion

- Changing workplace culture means we all need to act together
- Inclusion comes from the bottom up as well as top down
- We all need to do some things differently

# Useful reading

What men get wrong about women's careers

<https://hbr.org/2018/05/what-most-people-get-wrong-about-men-and-women>

<https://psmag.com/economics/men-are-judged-based-on-their-potential-women-are-judged-based-on-their-past-performance>

Resources on engaging men

Ford, G et al. (2021) *The Accidental Sexist*. A handbook for men on workplace diversity and inclusion- <https://amzn.to/3y6UG3e>

Armstrong, J & Ghaboos J. (2019) 'Women Collaborating with Men. Everyday Workplace Inclusion', Murray Edwards College - [https://www.murrayedwards.cam.ac.uk/sites/default/files/files/Everyday%20Workplace%20Inclusion\\_FINAL.pdf](https://www.murrayedwards.cam.ac.uk/sites/default/files/files/Everyday%20Workplace%20Inclusion_FINAL.pdf)

Ali H. (2021) Her Allies – A practical toolkit to help men lead through advocacy.

What's in it for men?

WHO (2018). The health and wellbeing of men in the WHO European Region – better health through a gender approach

Rock and Grant (2018), HBR, Why diverse teams are smarter (4<sup>th</sup> Nov)

