



# STEM Male Allyship Toolkit

A Journey of Authentic Allyship

## More than Individual Behaviours

A critical component of male allyship is to adopt a daily reflective practice and learning mindset.

This toolkit...



Offers aspiring male allies guidance on actions and behaviours.



Empowers male allies to act outwardly and reflect inwardly given a specific situation.



Is not a checklist of requirements or a structured set of guidelines.



 **WISE Planet**

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## Readiness & Self-Assessment

*Allyship is a continual learning process. These reflection questions are to provide ongoing reflection and do not constitute a binary checklist of being a male ally.*

### Are you willing to...



**LEARNING MENTALITY**

- Seek information, gain knowledge, and read about the challenges women in STEM face without being told to do so?
- Reflect on and recognize your privilege that has offered you experiences to gain specific skills and qualifications?
- Process emotional discomfort or possible feelings of guilt?



**MEANINGFUL RELATIONSHIPS**

- Suspend judgement to create trusting connections with women in STEM?
- Listen and respect a different perspective without the need to fully understand?



**ACCOUNTABILITY**

- Be wrong and vulnerable, and humbly seek feedback on how to improve?
- Hold yourself responsible to act appropriately and reveal predisposed behaviours and attitudes that may need to change in all situations?
- Leverage and apply your privilege and power in support of others?



**SYSTEMIC CHANGE CREATION**

- Lead initiatives and programs that will promote women in STEM?
- Speak out against others who perpetuate inequity towards women?
- Modify policies, processes, and procedures in your organization or at least advocate for their modification?

## ALLY

An individual of an advantageous or dominant group (e.g., male, able-bodied, white, heteronormative) who is willing to take action while leveraging and surrendering their social privileges for the advancement of individuals from a disadvantaged or non-dominant group.

## ALLYSHIP

Is a continual practice and journey taking on a systems approach and embedding learning and listening into daily activities to drive accountability and relational commitment.

## Why are male allies needed in STEM?



### STEM fields continue to be male-dominated

- There are few role models for women to inspire their career paths.
- Despite significant efforts, women are less likely to enter STEM and more likely to leave.

### The "leaky pipeline" persists

- Individuals with power and privilege are needed to address systemic issues women face in STEM, such as:
  - Toxic work environments with ingrained bias.
  - Wage inequity and inflexible work schedules.
  - Insufficient mentorship and opportunities for career advancement.

### It is not a "women's issue"

- Gender-equality is everyone's responsibility.
- Reduce the increased burden on women to create change when constantly faced with deep-rooted disadvantages.

## Four Dimensions of Male Allyship

Male allyship requires authenticity to avoid fake male allies or false activism that results in initiatives that create or exacerbate issues instead of resolving them. The four dimensions of genuine allyship are:



MEANINGFUL  
RELATIONSHIPS

An ally interrogates their privilege, critically self-reflects on their intentions, and prioritizes time to genuinely recognize and appreciate the difference men and women experience.



LEARNING  
MENTALITY

An ally is willing to learn from their mistakes, conducts self-reflection, is open to feedback, and accepts criticism of their actions. An ally recognizes the systems that created and sustain their privileges and advantages.



ACCOUNTABILITY

An ally accepts ownership to eliminate gender inequality and bias towards women and accepts a level of discomfort to do so. They also take responsibility for their actions and uphold their commitment to continuous learning and reflection.



SYSTEMIC CHANGE  
CREATION

An ally embraces their role to make structural changes and helps create larger systems and societal shifts to dismantle gender inequity for women, not just one woman.



# MEANINGFUL RELATIONSHIPS

# LEARNING MENTALITY



Breaking Down the Male Ally Barrier	Internal Processes (reading, reflection)	External Processes (activities, behaviours)	Breaking Down the Male Ally Barrier	Internal Processes (reading, reflection)	External Processes (activities, behaviours)
<p>"I don't want to be a male saviour."</p>	<p><b>Read about and learn how to recognize the Pedestal Effect:</b></p> <ul style="list-style-type: none"> <li> <a href="#">A male feminist walks into a bar, because it was set so low: The pedestal effect and the economy of gratitude in feminist spaces</a> by Tal Peretz.</li> </ul> <p><b>Read</b></p> <ul style="list-style-type: none"> <li> <i>How to work with and lead people not like you: Practical solutions for today's diverse workplace</i> by Kelly McDonald.</li> <li> <i>Work with me: The 8 blind spots between men and women in business</i> by Barbara Annis and John Gray.</li> </ul>	<p><b>Go for a coffee with a female colleague and listen to her experiences.</b></p> <p>During this time:</p> <ul style="list-style-type: none"> <li>• <b>Be present:</b> turn off your phone, and set aside judgmental thoughts.</li> <li>• <b>Engage her voice:</b> only ask questions relating to her experience and perspective.</li> <li>• <b>Listen:</b> do not offer solutions or try to fix things unless asked.</li> </ul>	<p>"I don't know anything about allyship."</p>	<p><b>Read</b></p> <ul style="list-style-type: none"> <li> <i>Becoming an ally: Breaking the cycle of oppression in people</i> by Ann Bishop.</li> <li> <a href="#">Learning, experiences, and actions towards advancing gender equity in engineering as aspiring men's allyship group</a> by Nicole Wilson.</li> </ul> <p><b>Reflect</b></p> <ul style="list-style-type: none"> <li> What are your preferred methods of learning, and how can you effectively utilize them to enhance your learning experience?</li> </ul>	<ul style="list-style-type: none"> <li> Participate in Lean In's free Allyship at work training: <a href="https://leanin.org/allyship-at-work">leanin.org/allyship-at-work</a></li> <li> Attend WinSETT Allyship for everyone leadership skill-building program: <a href="https://winsett.ca">winsett.ca</a></li> </ul>
<p>"I don't have any close female friends."</p>	<p><b>Reflect on a potential relationship with a female colleague:</b></p> <ul style="list-style-type: none"> <li> What would you like to learn from her? Is this something you can read up on first?</li> <li> What do you have to offer in the relationship? Why do you believe this would be helpful? How could you verify this?</li> </ul> <p><b>Accept that you cannot fully understand the experiences of STEM women, and respect and accept their experiences as true and valid.</b></p>	<ul style="list-style-type: none"> <li> Seek individual input from female friends and colleagues to <b>establish relationship norms, behaviours, and boundaries.</b></li> <li> <b>Quickly clarify external chatter (e.g. rumors):</b> vocalize and confirm your platonic relationship when misconceptions arise.</li> </ul>	<p>"I don't know what women go through."</p>	<p><b>Read</b></p> <ul style="list-style-type: none"> <li> <a href="#">Women in the workplace: A shift in industry work culture</a> by APEGA.</li> <li> <a href="#">The facts: Gender equality and gender justice: canadianwomen.org/the-facts</a></li> <li> <a href="#">Women in Science, Technology, Engineering, and Mathematics (STEM)(quick take): www.catalyst.org</a></li> <li> <i>Her space, her time. How trailblazing women scientists decoded the hidden universe</i> by Shohini Ghose.</li> </ul>	<ul style="list-style-type: none"> <li> Attend your organization's or <b>local women's events.</b></li> <li> Participate in <b>International Women's Day events (March 8).</b></li> <li> Watch or host a screening of <b>Picture a Scientist</b> (Uprising LLC, 2020).</li> </ul>



# ACCOUNTABILITY

# SYSTEM CHANGE CREATION



Breaking Down the Male Ally Barrier	Internal Processes (reading, reflection)	External Processes (activities, behaviours)	Breaking Down the Male Ally Barrier	Internal Processes (reading, reflection)	External Processes (activities, behaviours)
<p>"I'm afraid of getting it wrong."</p>	<p><b>Read</b></p> <p> <a href="#">How professional engineers can contribute to attraction and retention of minority groups into the engineering profession through equity, diversity, inclusion, and decolonization efforts</a> by Jessica Vandenberghe.</p> <p><b>Reflect</b></p> <p> Accept that the journey of allyship may feel uncomfortable. Reflect on your fears and document in a preferred format (e.g., journal, post-it notes, mind map, audio recording, etc.).</p>	<p> Solicit feedback from a woman (one you have a relationship with) on your actions and behaviours <b>and be prepared to change them.</b></p> <p> Share with your colleagues that you are <b>working to be an effective male ally.</b></p> <p> Speak with your leader or human resources representative to <b>start an employee resource group for male allies.</b></p>	<p>"I'm not in charge of changing my company's policies."</p>	<p><b>Read</b></p> <p> <a href="#">DEI Deconstructed. Your no-nonsense guide to doing the work and doing it right</a> by Lily Zheng.</p> <p> Your organization's policies through the lens of an ally. <ul style="list-style-type: none"> <li>o Criticize organizational practices for hiring and promotion.</li> </ul> </p>	<p> <b>Model allyship behaviour behind closed doors:</b> stand up for women who are not present by confronting inappropriate language and biased conversations.</p> <p> <b>Join a hiring committee</b> and influence the process.</p> <p> <b>Learn how policies at your organization can be changed.</b></p>
<p>"I'm concerned about what might happen if I speak out."</p>	<p><b>Read</b></p> <p> <a href="#">Good guys: How men can be better allies for women in the workplace</a> by Dave Smith and W Brad Johnson.</p> <p> <a href="#">Getting serious about diversity: Enough already with the business case. It's time for a new way of thinking</a> by Robin J. Ely and David A. Thomas.</p>	<p> <b>Create a STEM male allyship community of practice</b> or working group. Engage a female colleague as a sounding board for feedback on your group's practice, without assigning her any tasks or responsibilities.</p> <p> Form <b>bonds and seek mentorship</b> with other genuine male allies.</p>	<p>"I know very little about systems thinking."</p>	<p><b>Read</b></p> <p> <a href="#">Invisible women: Data bias in a world designed for men</a> by Caroline Criado Pérez.</p> <p> <a href="#">Women and the labyrinth of leadership</a> by Alice Eagly and Linda L. Carli.</p> <p> <a href="#">What 'systems thinking' actually means - and why it matters for innovation today</a> by World Economic Forum.</p> <p> <a href="#">Thinking in systems: A primer</a> by Donella H. Meadows.</p>	<p> <b>Watch: <a href="#">Systems Thinking!</a></b> by James Swanson (YouTube).</p> <p> <b>Map out a system:</b> create a visual illustration showing the influences and roles to identify interconnected components. Use post-it notes, or digital tools (e.g., mindmeister, miro, etc.).</p>