

HER ALLIES: A PRACTICAL TOOLKIT TO HELP MEN LEAD THROUGH ADVOCACY

HOW TO BE AN ALLY

#HERALLIES

BY HIRA ALI



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4 STEPS

Challenging Yourself: Listen, ask, acknowledge bias & responsibility, and other strategies to self-reflect and improvise on.

•**Challenging Others:** Use of tact, reflective questioning, humour, re-framing and other strategies to challenge bias.

•**Challenging Organization Culture:** Ensure inclusiveness in hiring, appraisal, events, salaries, and other policies.

•**Challenging Institution:** Champion inclusion in education, media, and government policies.



SELF-QUESTIONING YOUR BIAS

EXAMPLES

“Is this belief/assumption always true?”

“Am I making assumptions based on gender or any other characteristic?”

“Is my belief based on limited and incomplete knowledge?”

“What proof/evidence supports my belief or negates it?”

“Who says things should be this way?”

“How else might I view this situation?”

“Am I not accepting responsibility for something which is my fault or within my control?”

“What could be a more enabling belief?”

“What could be the impact of what I say or do”?

GENDERED PHRASES TO AVOID

“She throws/runs/fights like a girl.”

“You should smile more!”

“She/He is too caring/nice/weak to be a leader!”

“She is too aggressive/ emotional/weak/indecisive/crazy/ hysterical.”

“Do it in a manly way.” “Don’t be a sissy!”

“Boys don’t cry like girls!”

“Don’t cry/walk/ talk like a girl!”

“Boys will be boys.”

“You need to man-up/don’t be weak.”

Be consistent in addressing all genders

WHEN OFFERING ADVICE, SELF-REFLECT

Questions to ask yourself before 'telling' someone what you know

Do they need an explanation or have they explicitly asked for it?

Am I making assumptions about my own superior knowledge or competence?

Is sharing the opinion relevant to the conversation?

Is gender/race or any other bias impacting my interpretation of the above?

ASK, LISTEN & PAY ATTENTION

“What’s one thing I can do as an ally to remove obstacles to your advancement?”

“What do you think we can do about this?”

“What would you like me to stop doing?”

“Would it be helpful if I...?”

“Supposing we were to...?”

“Can you please help me understand where you’re coming from?”

“Can we set a time to talk about the changes we’re both prepared to make?”

“I’m prepared to... Would that help the situation?”

TURN IT AROUND

Turn around your question or comment to see if you would still say it or ask it if you weren’t addressing a woman or a person from a specific background.

HOW TO APOLOGISE

Helpful thought starters

“I appreciate your trust in giving me this candid feedback.”

“Thank you for bringing this to my attention.”

“I sometimes get excited and tend to interrupt, but that isn’t an excuse – I will be more respectful next time.”

“I apologise for this slip-up; I will do better.”

“I recognise that I need to learn/do more.”

“I am going to take time to reflect on this.”

“How can I make this better/right?”

“I believe you/I hear you.”

“I appreciate that I should have said something earlier.”

ARGUMENTS TO AVOID WHEN DEFENDING SEXUAL HARASSMENT

“It was just a compliment or a joke” argument.

“It only happened once” argument.

“The comments were directed at someone else” argument.

“She asked for it” argument.

“Why did it take so long to report it?” argument.

“#MeToo has made it difficult for men” argument.

“Not all men” argument.

“Men are victims too” argument.

Ways to Call Out Sexist & other Hateful Comments or Banter

- “I don’t get it. Can you explain?”
- “That wasn’t funny at all!”
- “That’s against our code of conduct.”
- “Did you really just say that?”
- “That’s an inappropriate generalization/stereotype!”
- “That’s not okay!”
- “We don’t do that here!”
- “That made me uncomfortable!”
- “Wow, this is inappropriate/awkward!”

Ways to Call Out Interruptions

- “I would like her to finish what she is saying.”
- “Let’s hear other viewpoints.”
- “Stop talking; it’s time to listen.”
- “You just interrupted her.”
- “Every voice and every perspective needs to be heard.”
- “Let’s give others a chance to speak.”

Ways to Call Out Ways to Call Out Idea Usurpation

Reinforce the idea/deflect the idea back to the originator: “You forgot to give Ayesha a shout out.”

Promote her idea/make it a discussion item: “Today we will be discussing Sandra’s idea.”

Point out who did it/surface it earlier: “Jasmin made the same point; let’s give credit to her.”

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Recommended Reading & Viewing:

Hira Ali: **Her Allies| A Practical Toolkit to Help Men Lead through Advocacy**, Neem Tree Press, 2021

David G. Smith , W. Brad Johnson : **Good Guys: How Men Can Be Better Allies for Women in the Workplace**, Harvard Business Review Press, 2020

Tony Porter | **TED Talk: Call to Men**

Justin Baldoni | **TED Talk: Why I'm done trying to be "man enough"**

Ben Hurst | **Boys won't be boys. Boys will be what we teach them to be**, TEDxLondonWomen

Emmeline May: Consent https://www.youtube.com/watch?v=IOS5_I3Yzog

Harper Bazaar: <https://www.harpersbazaar.com/uk/culture/a36872062/how-to-be-a-better-feminist-ally/>

The Telegraph: <https://www.telegraph.co.uk/women/sex/call-men-can-actually-make-women-feel-safer/>

News Talk Radio Ireland: <https://www.newstalk.com/podcasts/highlights-from-moncrieff/how-can-well-meaning-men-become-allies-to-womens-advocacy>

The Irish Times: <https://www.irishtimes.com/business/work/why-men-need-to-step-up-and-help-women-smash-the-glass-ceiling-1.4625655>

Forbes: <https://www.forbes.com/sites/ellevate/2021/07/19/dealing-with-sexist-humor-at-work/?sh=1dcafd592b4c>

Forbes: <https://www.forbes.com/sites/ellevate/2021/03/04/six-ways-you-can-choose-to-challenge-yourself-on-this-international-womens-day/?sh=689f16b65169>

Grazia UK: <https://graziadaily.co.uk/life/real-life/zoombombing-a-new-form-of-online-abuse/>

Marie Claire: <https://www.marieclaire.co.uk/reports/sabina-nessa-murder-racial-discrimination-749882>

Men's Fitness: <https://mensfitness.co.uk/mental-health/how-to-be-better-male-ally/>

Glamour UK: <https://www.glamourmagazine.co.uk/article/men-hold-each-other-accountable>

The News International: <https://www.thenews.com.pk/print/880852-endemic-gender-violence>

The Flock Magazine: <https://flockmag.com/how-do-we-solve-a-problem-like-policing/>

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**4 STEP
ALLYSHIP
MODEL**

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