

MALE ALLYSHIP RESOURCES

As a scholar and researcher who has studied male allyship for nearly a decade, Dr. Susan R. Madsen has compiled this list of select research-based books, reports, articles, curriculum, videos, and podcasts that she recommends to anyone interested in the topic. Some are published by the Utah Women & Leadership Project (UWLP), while others come from others who are widely recognized as experts in the field. These resources focus on practical application, which is critical for effective progress on all focus areas of [A Bolder Way Forward](#) for Utah.

Books

<p>Good Guys: How Men Can Be Better Allies for Women in the Workplace <i>Harvard Business Review Press</i> 2020</p>	<p><i>Good Guys</i> is the first practical, research-based guide for how to be a male ally to women in the workplace. Filled with firsthand accounts from both men and women, and tips for getting started, the book shows how men can partner with their female colleagues to advance women’s leadership and equality by breaking ingrained gender stereotypes, overcoming unconscious biases, developing and supporting the talented women around them, and creating productive and respectful working relationships with women. Gender-in-the-workplace experts Drs. David G. Smith and W. Brad Johnson counter this perception. In this important book, they show that men have a crucial role to play in promoting gender equality at work.</p>
<p>Athena Rising: How and Why Men Should Mentor Women <i>Harvard Business Review Press</i> 2019</p>	<p>Evidence consistently shows that women face more barriers in securing mentorships than men, and when they do find a mentor, they may reap a narrow range of both professional and psychological benefits. <i>Athena Rising</i> is a book for men about how to eliminate obstacles by mentoring women deliberately and effectively. Coauthors W. Brad Johnson and David G. Smith present a straightforward, no-nonsense manual for men working in all types of institutions, organizations, and businesses to become excellent mentors to women, because as women succeed, lean in, and assume leading roles in any organization or work context, the culture will become more egalitarian, effective, and prone to retaining top talent.</p>
<p>Glass Walls: Shattering the Six Gender Bias Barriers Still Holding Women Back at Work <i>Rowman & Littlefield</i> 2023</p>	<p>Gender bias is a powerful but hidden force that still holds women back, keeping them from achieving their full potential and limiting organizations from achieving the creativity, problem solving, and growth that are possible with a diverse workforce. In this revealing new book, Drs. Amy Diehl and Leanne M. Dzubinski shine a new light on gender bias in the workplace, uncovering the “glass walls” that prevent women and organizations from reaching their full potential.</p>

Curriculum

<p>Becoming a Male Ally at Work <i>LinkedIn Learning Course</i></p>	<p>Gender diversity in the workplace drives innovation and performance. Male allies can help boost diversity by chipping away at the systems that perpetuate everyday unconscious bias. In this course, Emilie Aries shares simple, immediate acts that will advance gender equality in the workplace. Get tips for amplifying women’s voices at work, including how to use your power to pass the mic to those whose voices often go unheard. Learn</p>
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2019 - 40m	how to challenge the common leadership-likability double bind that women face as they rise through the ranks. Plus, learn how to sponsor women at work, shoulder your share of emotional labor, and more.
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Reports & Articles

Strategies that Male Allies Use to Advance Women in the Workplace <i>UWLP Research & Policy Brief</i> 2019	The UWLP research team collected data for this study and report on the following research questions: 1) [Men]: What behaviors and strategies have you or other men been engaged in that have been helpful in the professional development and advancement of women? 2) [Women]: What behaviors and strategies have men been engaged in that have been helpful to you and other women in their professional development and advancement? 3) [All]: What are the gender differences in perceptions of problems, support, opportunities, and the environment and culture around advancing women in Utah? The findings are outlined in this report.
What Male Allies Can Do to Strengthen the Impact of Utah Women in Workplace Settings <i>UWLP “What Can I Do” Idea Sheet</i> 2018	This idea sheet is based on a gathering of 25 professional men at various stages in their careers, all of whom have committed to supporting and advancing women professionally. Male engagement is critical in reducing workplace gender imbalances; these suggestions focus on what men can do in professional settings to create awareness, rethink systems, build capacity (in both women and men), foster developmental relationships, and advocate for necessary cultural change.
Male Allyship Is About Paying Attention <i>HBR Article</i> 2021	Many men claim to support gender inclusion and equity, but at the same time, they struggle to see gender discrimination and harassment in their day-to-day work. They lack situational awareness, a key element of male gender intelligence (GQ). This article by W. Brad Johnson and David G. Smith provides ideas on how to strengthen male allyship abilities and skills.
How Men Can Become Better Allies to Women <i>HBR Article</i> 2018	When men are deliberately engaged in gender inclusion programs, 96% of organizations see progress—compared to only 30% of organizations in which men are not engaged. But many organizations still focus their diversity and inclusion efforts on women, or, at best, invite men to attend events designed for women. Men can face penalties for supporting women’s advancement and for failing to conform to masculine norms. To create more and better male allies, organizations and women’s advocates should recognize that allyship can take many forms. And men who want to be allies can focus on listening, supporting, and respecting.
Male Allies: An Untapped and Powerful Resource as We Strive for Gender Equality <i>Diversity Project Report</i> 2022	This guide is the first of a series that aims to assist companies to start or accelerate their journey of harnessing the untapped and powerful resources of male allies. This report highlights the importance of male allies for gender equality and explains why organizations should focus on developing male allies. It addresses accidental sexism and male relative advantage; finally, it discusses how and where men can start to become allies.
How Women Can Identify Male Allies in the Workplace <i>HBR Article</i> 2022	Since men often sit in powerful positions of organizations, women can work with male allies to help dismantle the systemic power structures that prevent equal opportunity for professional development and advancement for themselves and the women around them. To spot a male ally, look for indicators of growth and opportunity in your workplace. Then, seek out individuals who are displaying genuine allyship behaviors. Beware of performative allyship, where there is no action behind the words. Finally, reach out to establish a relationship.

<p>Men as Allies: Engaging Men to Advance Women in the Workplace <i>Bentley University Report 2017</i></p>	<p>In recent years, an increased understanding of the powerful impact of male allies at work and at home has led many organizations to recognize men as allies as a critical component of their diversity and inclusion efforts. Based on an extensive literature review and synthesis of current research and media coverage, the Gloria Cordes Larson Center for Women and Business (CWB) at Bentley University compiled this report to explore the growth and development of male allies in today’s workplace and to provide guidance on how to successfully launch a men-as-allies initiative.</p>
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Videos & Podcasts

<p>Rising Athenas, Male Allies, and the Power of Gender Partnership <i>Utah Women’s Leadership Forum – Video 2021</i></p>	<p>The authors of the Harvard Business Review books <i>Athena Rising</i> and <i>Good Guys</i> make the business case for male engagement in gender equality, showing why men are often absent from gender equity work and why genuine equity is good for both men and women. Using social science evidence and their extensive interviews with women (and the men they nominated), they discuss the possible challenges of cross-gender professional relationships. Using their research and organizational best practices, they provide the “how to” for men, women, and organizational leaders who want to be intentional, inclusive, and excellent allies, leveraging mentorship, sponsorship, and workplace partnership to create a more diverse workforce.</p>
<p>Rising Athenas, Male Allies, and the Power of Gender Partnership <i>UWLP Podcast 2021</i></p>	<p>Gender equality isn’t just about women—it’s about all of us. But while genuine equity is good for women and men, men are often absent from these conversations. This episode focuses on men’s engagement in gender equality, bringing you the highlights from an April 2021 Women’s Leadership Forum exploring this issue. Dr. Susan R. Madsen is joined by David Smith, Associate Professor of Sociology in the College of Leadership and Ethics at the U.S. Naval War College, and W. Brad Johnson, Professor of Psychology in the Department of Leadership, Ethics and Law at the United States Naval Academy.</p>
<p>Strategies of Male Allies <i>UWLP Podcast 2019</i></p>	<p>Although Utah research has shown that there has been slight progress in terms of women and leadership in some sectors, national sources continue to rank Utah as one of the worst states for women’s equality. Clearly there is still work to be done to “move the needle.” This podcast highlights the key findings of a Utah-focused research study conducted and published on the topic.</p>

For additional research and resources in all areas that impact women, visit the Utah Women & Leadership Project (www.utwomen.org), including the [Toolkits By Topic](#).