

# ACTIONS WOMEN CAN TAKE TO SUPPORT MEN'S ENGAGEMENT

Men have a pivotal role to play in creating workplaces where both women and men can thrive. But too often they are missing from workplace diversity and inclusion efforts, or only peripherally involved.

What can women, specifically, do to encourage and cultivate men's work to address inequality? [Catalyst research](#) indicates that there are many ways to support men's increasing engagement on these issues.

For more tips and tools, visit [onthemarc.org/resources](http://onthemarc.org/resources).



1. **Be the change you want to see**—make sure that you are role modeling the inclusive leadership you want to see from men, and don't forget that working with men on these issues creates learning opportunities for you as well.
2. **Challenge your assumptions** about men's intentions, ability, and willingness (or lack of) to take an active role in creating gender equity.
3. **Recognize that men also experience bias** and have aspects of their identity beyond 'maleness.' Just like women, men experience societal expectations around gender and what it means to be a man—which may be challenging.
4. **Intentionally invite men** to join workplace initiatives focused on equity and inclusion.
5. **Be prepared** for men to make mistakes—mistakes are part of the learning process.
6. **Develop partnerships** with men on equity and inclusion efforts.
7. **If you know men who value equity and inclusion**, hold them accountable to living those values—challenge them to be more involved.
8. **When you witness well-intentioned men** reproducing inequalities or abusing male privilege, call them out in a non-accusatory manner.
9. **Mentor male colleagues** to develop their awareness of gender and racial dynamics and bust stereotypes by providing them with examples of successful women and racially diverse role models.
10. **Listen to men of color's experiences**—men of color can be strong allies in creating inclusion, which cannot exist without engaging people of all racial and ethnic backgrounds.

[catalyst.org](http://catalyst.org)

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