Men’s Allyhood toward Women at Work in the Me Too Era

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Allyhood at Work

A relationship that describes a man who is actively supporting and promoting the rights and well-being of women, helping to reduce or eliminate the barriers that women face in the workplace.

Ingroup/Outgroup

Tool to measure men’s allyhood toward women at work: M.A.W.W. – Men’s Allyhood toward Women in the Workplace.
M.A.W.W. – sample items

• I am familiar with a number of laws that give women protection from unequal treatment.
• It is more difficult for women to advance in the workplace as compared to men.
• Compared to women, I recognize that some benefits at work come more easily to men.
• I think women face barriers in the workplace that I do not.
• If I see discrimination against a woman at work, I speak up against it.
• I am a member of a group that promotes women’s workplace rights.
• I can listen to women’s workplace concerns in a nonjudgmental way.
• If approached by a woman at work who was experiencing discrimination, I have the skills to be able to talk with her about it.
Factors and the Me Too Era

• Knowledge and Awareness – facts, history, laws, customs, patriarchy
• Action - behaviors
• Skills and Abilities – empathy, listening, communication

• Me Too Era
  • Changes for the equality movement
  • Change for Allies/Allhyood
Allyhood Development

- Linear Model
- Factor Model

- Factor Model – men are at various starting points in their allyhood development

- You take your ally as you find them
Practical Solutions

• Pocket sized version of the M.A.W.W.

• Help allies become more self-sufficient their own allyhood development

• Ingroup/Outgroup

• Bring 5 guys