

# 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/Allyhood

# 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