

ONE

HOW **MALE ALLIES** SUPPORT **WOMEN**
FOR **GENDER EQUALITY**



MALE ALLY ACTION PLAN



MALE ALLIES: **HEART**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

List all of the important women, past and currently, from your personal and professional life, and write why they inspire you.

Make another list of the women that you care about personally and/or professionally today. Prioritize the women based on your ability to positively impact, and fit with your strengths as a mentor, advisor, coach, sponsor, or advocate.

Brainstorm strategies to start a dialogue with the women above.



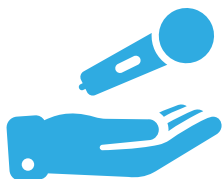
MALE ALLIES: **STORY**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

Brainstorm questions you will ask women to learn more about what they want.

List the women's strengths and think about how you will focus on her strengths.

Practice coaching her to learn more about her story and how you will help support her. Record your experience here.



MALE ALLIES: **SPEAK**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

Reflect on the stories from Wharton 22's. Could your organization benefit from an inclusive male ally organization? If you already have an organization focused on gender equality, what best practices would you bring to it?

How will you be her voice when she is not there?

If you have done what she wants to do, brainstorm ways to mentor her to success.



MALE ALLIES: **WORK-LIFE**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

As a father yourself, or on behalf of the fathers you know, how will you be an advocate of “all in” parenting for both men and women equally?

As a partner yourself, or for the women you support as a male ally, how will you support dividing and conquering personally and professionally?

For the women you have chosen to positively support as a male ally, how will you support their plan for their future success?



WOMEN LEADERS: **HEART**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

What are your talking points to support the WIIFM and questions you will ask the men?

Ask your organization for the number of women in leadership roles, manager and senior leadership, and for numbers on pay by gender. Share win-win strategies and advocate for positive change. Then, record your experience here.

How will you give male allies the chance to give to you?



WOMEN LEADERS: **STORY**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

What is your why?

What is your career game plan?

What is your purpose statement? *Keep this to one succinct sentence.*

What are your goals to fulfill your purpose? *Make sure they are specific, measurable, attainable, relevant, and timely.*

What are the competencies (skills, behaviors, attributes) that are critical to achieving your goals? *These can be aspirational or build off of your strengths.*

What are the action steps to achieve your goals? *Break down your long-term goals into smaller chunks for the short-term (3-6 months).*

How will you be the change you want see?



WOMEN LEADERS: **SPEAK**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

What role do you want your male allies to play? How will you teach him how you want to be treated?

How will you leverage his voice to ask for what you want? How will you speak up with him, and shut down those that try to speak up for you?

How will you draw clear boundaries for your male allies? How will you recognize good behavior from your male allies?



WOMEN LEADERS: **WORK-LIFE**

As you are reading ONE, complete the following prompts before continuing on to the next chapter.

What are the critical self-care activities that fuel your why (skill/will)? What is your goal time per week to practice self-care?

What will you say “yes” to more often?

What will you say “no” to more often to make time for your why?

How will give more intentionally?

COMMITMENTS: **3 THINGS I WILL DO**

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I BELIEVE in **GENDER EQUALITY**.
I believe that women and men
PARTNERING TOGETHER
for **GENDER EQUALITY**
is what is best for ALL humans.
By collaborating together,
we will **improve the lives** of future women
leaders and girls that will grow up in
a world where anything is truly possible.

MY VOICE MATTERS.
I make choices **every** day
supporting gender equality.
We are all in this **TOGETHER.**
I commit to supporting male allyship.

WE ARE STRONGER **ONE.**
TOGETHER. We are...