

# 10 Tips For Cis Men as Allies

Active support from cisgender\* (cis) men is crucial to advancing gender inclusion and equity. These tips can help you be better allies for gender equality in the workplace.

\*Cisgender means that your gender identity corresponds to the sex you were assigned at birth.



1. **Give credit for great ideas.** Cis men are often given the literal or metaphorical microphone more than women at work; therefore their contributions are highlighted often. Recognize when this happens to you; concretely and explicitly praise others' contributions.
2. **State your own discomfort** with inappropriate gendered jokes, innuendos, or stereotypes expressed in your presence. Say "I'm uncomfortable with you referring to anyone in that way."
3. **Use gender inclusive language.** Instead of "guys," say "team, everyone, folks or you all." During hiring and performance reviews, listen for and call attention to biased language. Ask yourself whether the gender of the person would affect your word choice.
4. **Rotate office responsibilities** such as note-taking or organizing team-building activities.
5. **Encourage and empower all teammates,** especially women and marginalized gender identities. Know that women typically apply for roles when they have 100% of the qualifications while men apply for roles when they have 60%. Transgender and non-binary people face barriers which remain largely unstudied and unacknowledged.
6. **Address imbalances and double standards** in team practices or policies. Use your privilege or influence to gather feedback on current systems and determine whether there are gender inequalities or gaps that need to be addressed.
7. **Think twice** about speaking on conference or interview panels made up of only cis men. Recommend others representing diverse and underrepresented communities to take your place.
8. **Model work/life integration strategies.** If your company offers paternal leave, take it and be vocal about doing so. Encourage people to take advantage of flexible work policies when offered. Make time for family and personal events.
9. **Talk to other men.** Share what you've learned about why diversity and inclusion is important. Talk privately about how to intervene in challenging situations.
10. **Go first.** Model vulnerable self-disclosure when you catch your own gender biases. Share your learning in real time with others.