



Collaborating with Men To Build Inclusive Workplace Cultures

September 2018



Scope of session

- 1 Share insights to date from our research into workplace culture and involving men in gender equality initiatives
- 2 Highlighting actions that individuals can take that address gender bias (for men and women)



Question

- 1 Out of 10 (when 10 is high), how gender inclusive is your workplace culture?

Gender inclusion means valuing all genders, removing discrimination and other barriers to give equal opportunities for all

If your score is 6 or below **stay seated**

If your score is 7 or above **stand up**



Workplace culture perceived barrier to career progress

38%
Factors
attributed to
workplace
culture

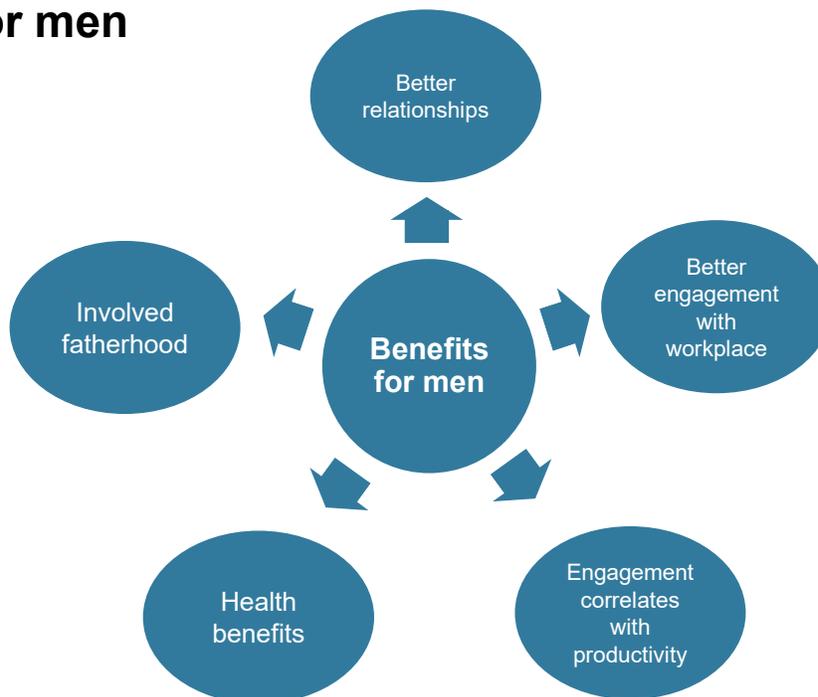
22%
Factors
attributed to
balancing work
and family life

*2014 Murray Edwards College survey of
almost 1,000 alumnae*

Men as workplace culture change-makers

- 1 Workplace culture continues to advantage (some) men
- 2 Men and women need to work together to create a gender inclusive environment
- 3 Change needs to come from the bottom up, as well as the top down

Benefits for men



Six examples of workplace culture problems

Informal networks that are vital to accessing opportunities tend to be male-dominated

When male and female managers behave in the same way women are often more negatively judged

Double standards in the way potential and performance is assessed

Women have less access than men to powerful sponsors of career opportunity

Women are interrupted in meetings and presentations far more than men – which means women are less likely to be credited for the contribution they make

Benevolent Sexism
Well motivated men can 'kill careers with kindness'

Murray Edwards College: Collaborating with men for a more inclusive workplace culture



Double standards: Women are judged more negatively when they behave in the same way as men

55%

of women feel they have been judged unfairly all the time/often (25%) or occasionally (30%)

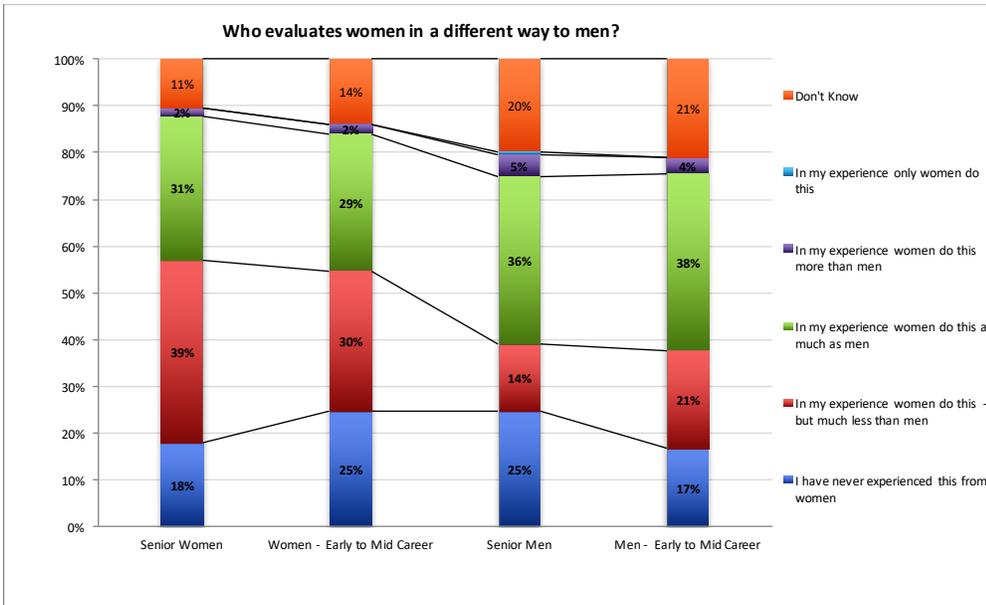
23%

of men notice this all the time/often (6%) or occasionally (17%)

Aggregated data from professional service firms
n1,820. (1026 women and 792 men)



Who makes these gendered judgements?



Women think women do this – but less than men.

Men are more inclined to think women do this just as much

Aggregated data from professional service firms n1,820.



Double standards: Stereotypical views on female strengths impact progression prospects

40%
of women think this happens in their workplace all the time or often

10%
of their male colleagues agree

Aggregated data from professional service firms n1,820. (1026 women and 792 men)



Informal networks influence opportunities but tend to be male dominated

57%

of women report that informal networks in their organisation are male-dominated

46%

of men report that informal networks in their organisation are male-dominated

Aggregated data from professional service firms
n1,820. (1026 women and 792 men)



Belief that women have less access than their male colleagues to the sponsorship of senior leaders

32%

of women think they have less access than male colleagues

7%

of men agree that they have more access than female colleagues

Aggregated data from professional service firms
n1,820. (1026 women and 792 men)

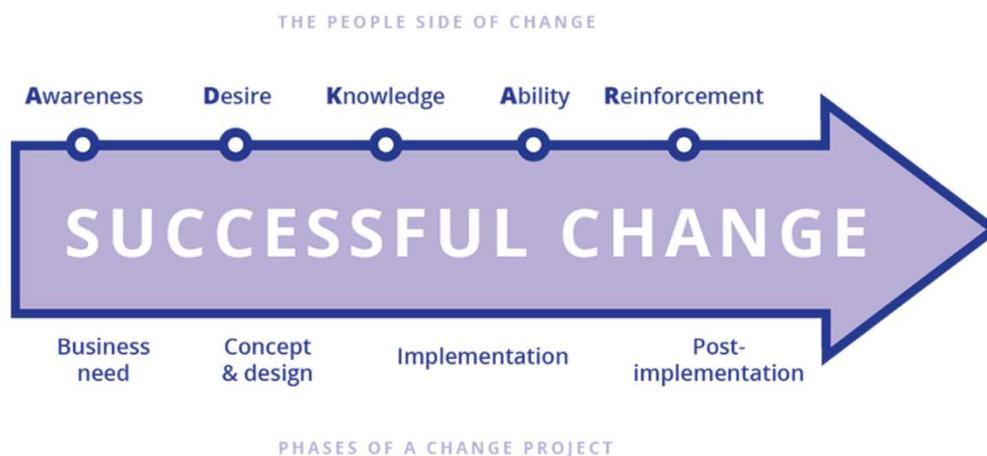


Interruptions in meetings a problem for men and women

50%
of women report being recently interrupted by a man, occasionally, often or all the time

53%
of men report being recently interrupted by a woman and **61%** by a man, occasionally, often or all the time

Aggregated data from professional service firms
n1,820. (1026 women and 792 men)



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Ideas to help build awareness

- 1 Talk about the content of this session
- 2 Men to go for lunch/coffee with a woman to talk about any differences in the way you experience issues raised by this presentation
- 3 MEC Survey and Workshops
- 4 Psychologically safe ways to call out bias

Ideas to help challenge double standards

- 1 Ask a man to do the people management & good citizenship
- 2 Coach staff in how to give and receive feedback
- 3 Question and be more transparent about what 'promotion by merit' means
- 4 Publicise examples of unconventional paths to senior leadership

Ideas to deal with interruptions in meetings

- 1 Pair up: Sensitive ways to help others be heard
- 2 Amplification: Give credit where it's due
- 3 Training in how to chair a meeting

Ideas to tackle gender imbalance in networking – individual actions

- 1 Take someone different to client events
- 2 Fun social events that are designed to be inclusive
- 3 New joiners: coffee with 10 people in their first 3 months
- 4 Pair up – ‘Take 2’; hosts for internal events

Men Challenging Double Standards

“I think the awareness building of men to other men is quite important. If a man is noticing it and you don’t, you probably wonder why. Whereas a woman noticing it isn’t surprising”.

“We need to dispel the myth that gender issues are ‘done’. Moving the conversation to evidence based facts is key. Men leading those conversations as well as hearing the messages is as important”.

Building a network of gender allies

- 1 Advocate that men have a role to play
- 2 Encourage more men to join the gender equality network – appoint a joint male/female chair
- 3 Create space for open conversations
- 4 Be visible, lead by example, work flexibly, take paternity leave
- 5 Call out male and female colleagues when you notice gender bias: e.g. question whether language used to describe women would have been used when talking about a man (gender language flip)

Key take-away

What one thing are you motivated to start doing to make your workplace culture (even) more gender inclusive?



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THANK YOU