

HAAS MANBASSADOR CAMPUS GUIDE

Thoughtful thoughts from your friendly Haas Manbassadors!

mbaallies.com

JOIN THE NETWORK

of hundreds of male allies
across top business schools
worldwide by signing the pledge
for gender equity

mbaallies.com/sign-the-pledge

HAAS MANBASSADORS

is a grassroots allyship movement that sprung out of the Haas Women in Leadership Club.

WE ARE A COMMUNITY

of over 300 men (and women) at Haas who work to end gender discrimination by supporting and advocating for women.

WE STRIVE TO EDUCATE

allies on gender equity and unconscious bias, and arm ourselves with the tools we need to support women both in the classroom and the workplace.

OUR PURPOSE

At Haas, we are always trying to make our community more inclusive and more equitable. We're proud of where Haas is and how far we've come — this is a great place to go to business school. We also think it can be even better. This is because mounting evidence suggests that people with good intentions (i.e. everyone at Haas) can still act in unconsciously biased ways (i.e. ways our actions end up unintentionally being biased against women).

For example, Harvard researchers found that top orchestras hired significantly more women when auditions were conducted “blind”: meaning the musician was hidden from judges by a curtain. With the gender of auditioners obscured, top orchestras began hiring many more women than without the curtain. The judges had been **unknowingly and unconsciously** disfavoring women.

This situation is only unique in that it had an easy solution; in most cases, you can't just put up a sheet.

“You don’t know me. How can you assume that I’m unconsciously biased?”

That’s a great question, and the research suggests that **unconscious bias affects everyone**, regardless of gender, nationality, or other factors.

One Yale experiment shows that job application materials with a female name are rated significantly lower than the exact same materials with a male name. Of those doing the hiring, **men and women were equally likely to exhibit this bias.**

As future business leaders, our goal is to help mitigate unconscious biases at Haas and in the workplace. This guide offers common business school situations where these biases arise and how we as men can help mitigate them.

So often in these conversations, we are told what not to do as men. This guide focuses on some tactical things of what we can do to support women.

OBSERVE SPEAKING TIME IN THE CLASSROOM AND STUDY GROUPS

A Google study showed that the highest performing teams had team members who spoke in roughly the same proportion. Unfortunately, a study by Brigham Young University and Princeton found that **women on work teams speak only 75% as much as men**. Observe how much you're speaking. If someone on your team isn't speaking as much, ask them if they'd like to share their thoughts. Lastly, pay attention to interruptions.

“On our last day of ethics class, the professor presented a slide that showed a concerning breakdown of class participation by gender. A small group of us decided we wanted to talk to the professor about it to understand what he and we could do differently in the future to make for more equitable classroom dynamics. The group of us who met with the professor was perfectly gender-balanced, and I felt very supported by male peers who prioritized this as an issue and were open to discussing and identifying ways we could all contribute to making the classroom a more positive environment.”

-Female Haas student

ENCOURAGE FEMALE VOICES

If there's a female classmate you'd like to hear more from in class, let her know. At one point, Google received fewer promotion self-nominations from women than from men. In response, Google leadership explicitly encouraged female employees to self-nominate. It worked; more women requested – and earned – promotions.

CHALLENGE YOUR FIRST IMPRESSIONS

Women often face a zero-sum tradeoff between appearing competent and appearing likeable. For example, a study by M.E. Heilman found that when women executives spoke out to defend their turf, they were seen as “control freaks,” while men acting the same way were seen as “highly committed”. **If a woman's behavior comes across as pushy or bossy, ask yourself how you would perceive a man doing the same things.**

ENCOURAGE FEMALE CLASSMATES' LEADERSHIP

An internal Hewlett Packard study found that most female employees applied for jobs only when they met 100% of the qualifications. By contrast, men applied when they met only 60% of them, on average. Encourage your female friends to confidently stretch themselves and take on challenging leadership roles. For instance, we can encourage our female peers to apply for leadership positions in historically male-dominated fields such as finance, VC, operations, and real estate.

INCLUDE WOMEN AT RECRUITING EVENTS

Recruiting events are stressful for everybody — and particularly for women and other people under-represented in the business elite. If you see a female classmate standing outside of a conversation circle at a recruiting event, make space for her to join and introduce her to the group.

PROVIDE CONSTRUCTIVE FEEDBACK

Studies suggest that women are much more likely to be given unconstructive and vague feedback — or no feedback at all. On the other hand, men are more likely to be given feedback that encourages growth. To give good feedback within club leadership and study groups, first make sure it's wanted and then ensure that it constructively focuses on supporting someone to reach their goals.

DO YOUR SHARE OF “OFFICE HOUSEWORK”

Women are much more likely to take on administrative tasks that help their team but aren't rewarded professionally: taking notes, scheduling rooms, cleaning up after meetings, etc. To combat this, schedule predictable “office housework” with your team and share these duties. If you notice someone on your team cleaning up after everyone, jump in to help.

“Early on my study group came up with a plan to split work equally. We assigned a captain for each assignment who was responsible for all coordination and tasks. This was a great way to share responsibility and make sure housekeeping work (like scheduling meetings and editing documents) was shared with everyone.”

-Female Haas Student

THIS ISN'T ROCKET SCIENCE

Many of these tips can be used develop our self-awareness for interacting with all people, not just women. The same principles of inclusion can also help you support any classmate: for example, one who is more introverted or needs more time to express their thoughts in English — their second (or third) language.

“I knew Haas was a special place when I saw a male classmate, who was always very outspoken in class, help call the professor’s attention to a student who was quieter and had her hand raised more timidly. The whole classroom benefits from including more voices and perspectives.”

-Female Haas Student

LEARN MORE AND GET INVOLVED

There are many ways to get involved and learn more!

Become a Manbassador

Subscribe to a very, very, short weekly email for men on male allyship

Take Professor Kellie McElhaney's MBA class: The Business Case for Investing in Women

Attend a Manbassador or WIL event

CHECK OUT OUR RESEARCH SOURCES

<http://mbaallies.com/sources>

CONTRIBUTORS

Content: Mark Angel, Emily Gordon, Om Chitale, John Morgan

Design: Eric Tecza



©2017 Patrick Ford

mbaallies.com