



Male Allyship CAMPUS GUIDE

Sign the pledge for gender equality and join our network of hundreds of male allies across top business schools worldwide

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Observe speaking time on teams

High-performing teams share speaking time evenly. Studies also show that women on work teams speak only 75% as much as men. Observe who isn't speaking and ask if they'd like to share their thoughts. And pay attention to interruptions!



Challenge your first impressions

Women face a tradeoff between appearing competent and likeable. One study found that the same actions resulted in female executives labeled as "control freaks" and men as "highly committed". Challenge your first impressions if a woman comes across as unlikeable.



Encourage female classmates' ambitions

An internal Hewlett Packard study found that most female employees applied for jobs only when they met 100% of the qualifications. Men applied when they met 60%. Encourage your female friends to confidently stretch themselves and take on challenging leadership roles.



Include women at networking events

Networking events are stressful for everybody, particularly for women and other people under-represented in the business elite. If you see a female classmate outside of a conversation circle at a networking 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 feedback (or none at all). Men are more likely to be given feedback encouraging growth. Give good feedback: make sure it's wanted and frame it as supporting someone to reach their goals.



Do your share of "Office Housework"

Women are much more likely to take on administrative tasks that aren't rewarded professionally: taking notes, scheduling rooms, cleaning up. To combat this, schedule and share predictable "office housework" with your team. If you notice imbalance, jump in to help.



Talk to other men

Studies show that women and people of color are penalized for talking about diversity (while white men are not). Anecdotal evidence also suggests that men are more honest about their thoughts on gender dynamics with other men. You're in a good position to raise awareness.



Join your male allyship group (or start one)

Get involved with your school's male allyship program. If there isn't one, work with your women in business club to start one – if that sounds daunting, reach out to us and we'll help you get started.