



# Ally Action Planning

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# We asked Amplify, “How can women leaders serve as better allies & partners?”

Create and  
advocate for  
flexibility

Ask about our  
professional goals

Mentor and  
sponsor us

Help us rather  
than label us as  
complainers

Normalize  
caregiving

Highlight our  
contributions

# We asked Amplify, “How can men serve as better allies & partners?”

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## **Listen & Believe**

*Listen actively to women’s voices and experiences, and believe them when they share their perspectives and concerns.*

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## **Respect & Equality**

*Treat women as equals by not talking down to them, inviting them into conversations, and giving them fair opportunities to demonstrate their skills and capacities.*

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## **Amplify & Share Space**

*Recognize when you’re taking up more space, make room for others to speak, amplify women’s contributions, and pass the mic when appropriate.*

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## **Accountability & Growth**

*Apologize for microaggressions, avoid minimizing women’s concerns, and actively ask how you can grow and be a better partner and ally.*

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# Sharing is Caring

(About Gender Inclusion)

## Share opportunities

- Do less, not more
- Pass up and pass on

## Share the spotlight

- Acknowledge contributions at meetings
- Increase visibility by creating opportunities

## Share the non-promotable workload

- Volunteer for “office housework”
- Redirect gendered volunteering for these tasks

# 36 Minutes a Week Pledge

- 30 Meet with a talented up-and-comer
- 5 Congratulate for a success or win
- 1 Talk up a win to other colleagues