Making Progress: How to engage men in gender equity

01. Make support visible & shift norms

Show that supporting gender equity and challenging sexism are expected and supported.

ACTIONS FOR INDIVIDUALS

Encourage men who speak up and challenge sexist assumptions. Help make existing support among men more visible.

ACTIONS FOR ORGANISATIONAL

Create opportunities for men to hear from other men who actively support gender equity. Leaders model and reinforce constructive challenge.

02. Build confidence & capability

Help men recognise sexism and develop the skills to respond constructively.

ACTIONS FOR INDIVIDUALS

Use discussion, reflection and feedback to build awareness of everyday sexism. Model and practise constructive interventions.

ACTIONS FOR ORGANISATIONAL

Provide practical intervention skills training and create psychologically safe environments where people can ask questions and challenge assumptions.

03. Engage with assumptions

Explore concerns and use evidence to challenge assumptions about fairness and merit.

ACTIONS FOR INDIVIDUALS

Explore concerns about fairness and merit. Use questions and evidence to challenge assumptions about who is capable or deserving.

ACTIONS FOR ORGANISATIONAL

Explain the rationale for gender equity initiatives, share evidence of existing inequalities and establish transparent selection and promotion criteria.

04. Establish accountability

Make active responsibility for gender equity part of effective leadership.

ACTIONS FOR INDIVIDUALS

Engage men in leadership positions in conversations about their responsibilities and what inclusive leadership looks like in everyday decisions.

ACTIONS FOR ORGANISATIONAL

Embed inclusive leadership behaviours in leadership selection, development, KPIs and performance reviews. Hold leaders accountable.