

- GG **Question 1:** It's critical that men engage as allies in doing the work to create gender equity, yet it seems apparent that you can't just tell men to be better allies and eliminate gender inequities. *What are ways that you can tap into their motivation to do the work? What barriers or challenges to being better allies are most relevant in your workplace?*
- GG **Question 2:** The allyship gap is really an awareness gap in what we see and don't see, and also an aspiration gap in how much we think we're doing compared to how much others see us doing. *How can we close the allyship gap? What are the challenges to asking about women's (or any underrepresented group's) experiences? How can we be more alert to sexism (or other forms of systemic inequalities) in the workplace?*
- GG **Question 3:** Allyship at home is table stakes, but these can be some of the most challenging conversations to begin. *How do you enter into these conversations with you partner? What are best practices you have seen men employ in the workplace to normalize caregiving and domestic responsibilities?*
- GG **Question 4:** Everyday interactions between women and men at work are opportunities to demonstrate and practice deliberate allyship. *What are some decentering best practices you can share? Think of someone who is a great listener—what did they do (or not do) that you most appreciated and had the most impact? What kind of career and benefits information would it be most helpful for an ally to share transparently?*
- GG **Question 5:** Relationships, including friendships, are foundational to allyship. *What are some strategies for building genuine trust in your relationships with opposite sex colleagues at work? What are some ways you can draw out a female friend's ideal career dream and sense of self as a professional? We know that people sometimes gossip about male-female friendships at work—what are some strategies for keeping rumors at bay?*
- GG **Question 6:** *What are some of everyday moments in the workplace that offer a perfect opportunity to employ our watchdog skills, first noticing something is wrong and then saying something? How do we decide whether to call another man out publicly and in-the-moment, or privately, sometime after the offending behavior has occurred?*
- GG **Question 7:** Because most of us work in teams, allies need to understand group dynamics and the pitfalls to avoid. *What are effective strategies you have witnessed or employed yourself to deal with "manterruptions" and "bropropriations"? How do you and your team distribute office housework?*
- GG **Question 8:** Advocacy and sponsorship are critical to leveling the playing field at work. *Why are men sometimes reluctant to sponsor women loudly? What are some ways that men can use their social capital to advocate for women? How do we overcome the challenges to women receiving stretch opportunities?*
- GG **Question 9:** *Can you articulate the day-to-day actions you are taking as a leader to improve the retention and advancement of women, as well as why you are doing this? How do you hold yourself and your managers accountable for achieving gender equity goals, specifically men in middle management? How can you connect women's initiatives to leader responsibilities? How can you begin to think about creating external accountability for your organization's gender diversity, equity, and inclusion goals?*
- GG **Question 10:** *How would a group focused on men-as-allies be perceived in your organization? What existing structures or programs currently exist in your organization that could be leveraged to develop a culture of allyship?*
- GG *What's the first action you will implement today?*