



A Guide for Men to be Allies with Women at Work

Brad Johnson & David Smith
Co-authors

“Good Guys: How Men Can Be Better Allies For Women In The Workplace”

According to co-authors of “Good Guys: How Men Can Be Better Allies For Women In The Workplace” David Smith & Brad Johnson, what’s missing from gender equality efforts is men. While gender inequality is often misconstrued as a women’s issue, men, usually the most powerful stakeholders in organizations, need to be involved. But how?

Learning Objectives

- Identify how men can expand their gender intelligence and become more aware of gender inequality
- Recall what men can do at home to promote equality between men and women at work
- Identify best practices for men to engage with women in a professional setting
- Recall tactics for men to use to create trusting and reciprocal relationships with their female colleagues



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Discussion Questions

1. According to Brad and David, their mission is to set high standards for how men should treat women and how men should hold each other accountable. In the workplace, what are some specific standards men should be held to?
2. Brad and David discuss the fear some men have about gender equality, where aligning with women might lead to perceived losses for men. What factors do you think contribute to this fear, and how can we effectively counter and challenge such beliefs?
3. Reflecting on your professional journey, could you share one significant challenge (headwind) you've faced and one advantage or support (tailwind) that helped propel your progress?
4. Have you personally encountered challenges in expressing family or home-related priorities while at work? What are some strategies you believe could effectively promote a healthier balance between work and family?