

Open search panel



Search

Search the Insight Hub...

Cancel

- [Insights](#)
[Rangahau](#)
- [Events](#)
[Hui](#)
- [Partnerships](#)
[Rangapū](#)
- [Impact](#)
[Whakaaweawe](#)
- About
Mō Mātou
 - [Overview](#)
 - [History](#)
 - [Support](#)
-  [0](#)
[Saved](#)

 [0](#) [Saved](#)

 EN

- [Sign in](#)
- [Submit](#) 

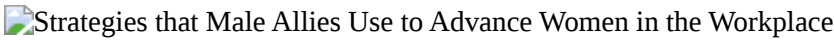
 

Toggle navigation

[Submit](#) 

Strategies that Male Allies Use to Advance Women in the Workplace A Research and Policy Brief

Theme:
Leadership



Co-authored by Utah Women & Leadership Project

Despite slight progress in women’s leadership in certain sectors in Utah, national rankings still place Utah poorly for women’s equality. This brief explores effective strategies used by male allies to support and advance women in workplace settings, aiming to inform organizations on designing effective strategies and resources.


Key takeaways include:


- Developmental Relationships: Providing mentoring and sponsorship to guide women's careers and create advancement opportunities.
- HR Processes: Ensuring fair recruitment and promotion practices, and addressing the gender pay gap.
- Leadership Development: Offering training and career development opportunities tailored to women.
- Recognition: Acknowledging women's contributions both publicly and privately, and ensuring their voices are heard.
- Equality: Treating women as equals while actively challenging gender biases and discrimination.


The study highlights the crucial role of male allies in implementing these practices to promote gender equality and enhance organizational effectiveness. To make progress in Utah, more men need to embrace these strategies, continuing the tradition of supporting women's rights and leadership.

Access the full report here:

[Male Ally Strategies](#)


Save this Insight





Print this Insight


Download Insight assets
For use in your own documents

Was this Insight helpful?



Share this Insight

-  [Facebook](#)
-  [Twitter](#)
-  [Email](#)

-  Copy this page's URL



Save this Insight



Print this Insight



Download Insight assets



[Email this Insight](#)

 Close 'Download Insight Assets' modal



Download Insight assets


- [Strategies that Male Allies Use to Advance Women in the Workplace.pdf](#)
- [Male Allies.jpeg 40KB JPEG](#)

Was this Insight useful?



Similar Insights (109)


[Change in Action Week - Innovative Impact FINALIST - Cambridge FC](#)

 Save insight

Leadership

Change in Action Week - Innovative Impact FINALIST - Cambridge FC


[Change in Action Week - Wāhine Toa FINALIST - Macarena Carrascosa](#)

 Save insight

Leadership

Change in Action Week - Wāhine Toa FINALIST - Macarena Carrascosa


[Change in Action Week - Dad's as Allies FINALIST - Dan Doland](#)

 Save insight

Leadership

Change in Action Week - Dad's as Allies FINALIST - Dan Doland

[Change in Action Week - Digital Innovation FINALIST - Brad Lenko](#)

 Save insight

Leadership

Change in Action Week - Digital Innovation FINALIST - Brad Lenko


[Change in Action Week - Wāhine Toa FINALIST - Te Aroha Papanui-Hunt](#)

 Save insight

Leadership

Change in Action Week - Wāhine Toa FINALIST - Te Aroha Papanui-Hunt


[Change in Action Week - Pioneer of Change FINALIST - Dino Michalak](#)

 Save insight

Leadership

Change in Action Week - Pioneer of Change FINALIST - Dino Michalak


[Akarana Falcons front with all-female coaching staff](#)

 Save insight

Leadership

Akarana Falcons front with all-female coaching staff

[Change in Action Week - Dad's as Allies FINALIST - Tyson Waina](#)

 Save insight

Leadership

Change in Action Week - Dad's as Allies FINALIST - Tyson Waina

[Change in Action Week - Pioneer of Change FINALIST - Crispian Stewart](#)

 Save insight

Leadership

Change in Action Week - Pioneer of Change FINALIST - Crispian Stewart


[Change in Action Week - Pioneer of Change Winner - Kimberley Kan](#)

 Save insight

Leadership

Change in Action Week - Pioneer of Change Winner - Kimberley Kan

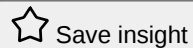
[Change in Action Week - Wāhine Toa Winner - Shanee Kiriau](#)

 Save insight

Leadership

Change in Action Week - Wāhine Toa Winner - Shanee Kiriau

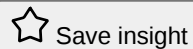
[Change in Action Week - Dad's as Allies Winner - Ben Quane](#)



Leadership

Change in Action Week - Dad's as Allies Winner - Ben Quane

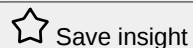
[Play to Lead: The Generational Impact of Sport on Women's Leadership](#)



Leadership

Play to Lead: The Generational Impact of Sport on Women's Leadership

[Rise & Thrive Coaching Course - Manawatu](#)

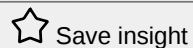


Leadership

Rise & Thrive Coaching Course - Manawatu

By Merran Brockie-David - Women in Sport Aotearoa

[Whanake o te Kōpara - Four Year Impact Report](#)

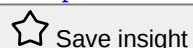


Leadership

Whanake o te Kōpara - Four Year Impact Report

By Merran Brockie-David - Women in Sport Aotearoa

[NZC prioritise understanding of Female Athlete Health](#)

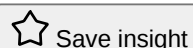


Leadership

NZC prioritise understanding of Female Athlete Health

By Jess Davidson - New Zealand Cricket

[Whanake o te Kōpara case study - Daneka Geaney-Jones](#)

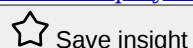


Leadership

Whanake o te Kōpara case study - Daneka Geaney-Jones

By Merran Brockie-David - Women in Sport Aotearoa

[Gender Equity in Coaching Webinar](#)



Leadership

Gender Equity in Coaching Webinar

By Canadian Women & Sport - Canadian Women & Sport

[Women and Girls Referees: Building a Transformative Infrastructure](#)



Leadership

Women and Girls Referees: Building a Transformative Infrastructure

By Sarah Leberman MNZM - Women in Sport Aotearoa

[One woman, two chairs at top of NZ sport](#)



Leadership

One woman, two chairs at top of NZ sport

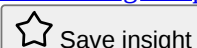
[2022 IWG: Kirsten Spencer - Gender and variation of experience, background and aspiration on leadership](#)



Leadership

2022 IWG: Kirsten Spencer - Gender and variation of experience, background and aspiration on leadership

[Tātāwhāinga - Episode 10: Gender Equity](#)

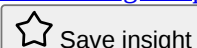


Leadership

Tātāwhāinga - Episode 10: Gender Equity

By Erin Roxburgh - Women in Sport Aotearoa

[Tātāwhāinga - Episode 9: Sport Leadership](#)

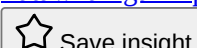


Leadership

Tātāwhāinga - Episode 9: Sport Leadership

By Erin Roxburgh - Women in Sport Aotearoa

[Tātāwhāinga - Episode 8: Leadership in Action: The Shift Foundation](#)

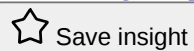


Leadership

Tātāwhāinga - Episode 8: Leadership in Action: The Shift Foundation

By Erin Roxburgh - Women in Sport Aotearoa

[Tātāwhāinga - Episode 4: Athletes: Humans or Commodities Part 1](#)

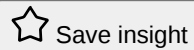


Leadership

Tātāwhāinga - Episode 4: Athletes: Humans or Commodities Part 1

By Erin Roxburgh - Women in Sport Aotearoa

[Tātāwhāinga - Episode 3: Commercial Sports Organisations: a Case Study of the Hurricanes](#)

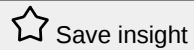


Leadership

Tātāwhāinga - Episode 3: Commercial Sports Organisations: a Case Study of the Hurricanes

By Erin Roxburgh - Women in Sport Aotearoa

[Tātāwhāinga - Episode 2: Sport Governance and Funding with Raelene Castle](#)

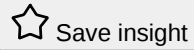


Leadership

Tātāwhāinga - Episode 2: Sport Governance and Funding with Raelene Castle

By Erin Roxburgh - Women in Sport Aotearoa

[The Aotearoa Legacy](#)

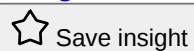


Leadership

The Aotearoa Legacy

By Peta Forrest - Women in Sport Aotearoa

[Young Women's Leadership Programme](#)

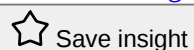


Leadership

Young Women's Leadership Programme

By Sarah Leberman MNZM - Women in Sport Aotearoa

[IWG 2022 Progress Report](#)

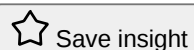


Leadership

IWG 2022 Progress Report

By Robyn Cockburn - LUMIN

[Women & Girls Action Plan](#)



Leadership

Women & Girls Action Plan

By Maddi Mclean - Sport New Zealand

[Ako Wāhine: Journey of Learning](#)

☆ Save insight

Leadership

Ako Wāhine: Journey of Learning

By Heather Dawson - New Zealand Rugby

[Gender and Variation of Experience](#)

☆ Save insight

Leadership

Gender and Variation of Experience

By Kirsten Spencer - Auckland University of Technology

[New Zealand Coach selected for Inaugural FIBA / WABC Female Instructor Course](#)

☆ Save insight

Leadership

New Zealand Coach selected for Inaugural FIBA / WABC Female Instructor Course

By Amy McClintock - Basketball New Zealand

[Most kids are only coached by men in junior sport – women need to be part of the picture, too](#)

☆ Save insight

Leadership

Most kids are only coached by men in junior sport – women need to be part of the picture, too

[Charmaine Smith cherishing opportunity to play international rugby.](#)

☆ Save insight

Leadership

Charmaine Smith cherishing opportunity to play international rugby

[Professional athletes share the struggle of motherhood and their careers](#)

☆ Save insight

Leadership

Professional athletes share the struggle of motherhood and their careers

[Te Hāpaitanga's role in advancing women in high performance coaching](#)

☆ Save insight

Leadership

Te Hāpaitanga's role in advancing women in high performance coaching

[Keeping our Olympians cool, calm and bug-free](#)

☆ Save insight

Leadership

Keeping our Olympians cool, calm and bug-free

[King's Birthday honours](#)

☆ Save insight

Leadership

King's Birthday honours

[Case Study – Annalie Longo - LockerRoom](#)

☆ Save insight

Leadership

Case Study – Annalie Longo - LockerRoom

[LockerRoom Story: Case Study - Rushlee Buchanan](#)

☆ Save insight

Leadership

LockerRoom Story: Case Study - Rushlee Buchanan

[IWG: Mel Johnston - Women in Community Sport Club Leadership](#)

☆ Save insight

Leadership

IWG: Mel Johnston - Women in Community Sport Club Leadership


[Te Hāpaitanga: Women breaking boundaries and reshaping sports leadership in New Zealand](#)

☆ Save insight

Leadership

Te Hāpaitanga: Women breaking boundaries and reshaping sports leadership in New Zealand

[Young Women's Leadership Opportunity Provides Huge Value](#)

 Save insight

Leadership

Young Women's Leadership Opportunity Provides Huge Value


[Value of your network – Whanake o te Kōpara - Ellie Eastwood](#)

 Save insight

Leadership

Value of your network – Whanake o te Kōpara - Ellie Eastwood


[Chiefs create tie to assist women’s rugby in New Zealand and Japan](#)

 Save insight

Leadership

Chiefs create tie to assist women’s rugby in New Zealand and Japan


[Trailblazing surf star lines up new gig](#)

 Save insight

Leadership

Trailblazing surf star lines up new gig


[Sport NZ announces 2024 Sport And Recreation Award Winners](#)

 Save insight

Leadership

Sport NZ announces 2024 Sport And Recreation Award Winners


[Women in Sport Recruitment and Retention Guidelines](#)

 Save insight

Leadership

Women in Sport Recruitment and Retention Guidelines

[Pacific Leadership Programme - Impacting Pacific Women & Girls](#)

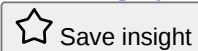
 Save insight

Leadership

Pacific Leadership Programme - Impacting Pacific Women & Girls

By Merran Brockie-David - Women in Sport Aotearoa

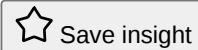
[Gender Equity is Good Governance – Lessons from the Sport Sector](#)



Leadership

Gender Equity is Good Governance – Lessons from the Sport Sector

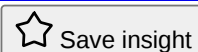
[IWG: Sanna Erdogan - Resilient Pioneers: Top Level Women Coaches in Martial Arts](#)



Leadership

IWG: Sanna Erdogan - Resilient Pioneers: Top Level Women Coaches in Martial Arts

[IWG: Emma Evans - Advancing leadership across the Pacific](#)



Leadership

IWG: Emma Evans - Advancing leadership across the Pacific

[2022 IWG Lightening Talk: Araba Chintoh -Transgender Players and Girls & Women's Sport: How Your Sport Can Make the Most Informed Decision.](#)



Leadership

2022 IWG Lightening Talk: Araba Chintoh -Transgender Players and Girls & Women's Sport: How Your Sport Can Make the Most Informed Decision.

[Ricky Henry given green light to continue leading Kiwi Ferns while also coaching Cowboys](#)



Leadership

Ricky Henry given green light to continue leading Kiwi Ferns while also coaching Cowboys

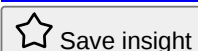
[Trailblazing basketballer making history in All Blacks management](#)



Leadership

Trailblazing basketballer making history in All Blacks management

[REPORT: ANALYSIS OF CAREER PATHWAYS OF BRITISH POSTHOLDERS IN INTERNATIONAL SPORT GOVERNANCE](#)



Leadership

REPORT: ANALYSIS OF CAREER PATHWAYS OF BRITISH POSTHOLDERS IN INTERNATIONAL SPORT GOVERNANCE

By Sarah Leberman MNZM - Women in Sport Aotearoa

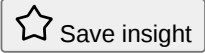
[Kiwi breaks the grass ceiling](#)



Leadership

Kiwi breaks the grass ceiling

[Grief, recriminations, then gold: How the wheel has turned for Cycling NZ](#)



Leadership

Grief, recriminations, then gold: How the wheel has turned for Cycling NZ

[Pacific Women's Leadership Programme - Host organisation impact](#)

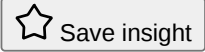


Leadership

Pacific Women's Leadership Programme - Host organisation impact

By Merran Brockie-David - Women in Sport Aotearoa

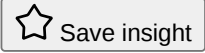
[Women, Sport & Governance](#)



Leadership

Women, Sport & Governance

[Ann Downey: Great female coaches are there, they just need to be asked](#)



Leadership

Ann Downey: Great female coaches are there, they just need to be asked

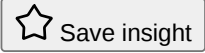
[The Reykjavík Index for Leadership](#)



Leadership

The Reykjavík Index for Leadership

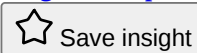
['I'm saying this for the first time': AB's manager's road to the top](#)



Leadership

'T'm saying this for the first time': AB's manager's road to the top

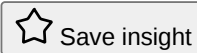
[Megan Compain: NZ's First Pro Basketball Player in the USA & All Blacks' New Commercial Manager](#)



Leadership

Megan Compain: NZ's First Pro Basketball Player in the USA & All Blacks' New Commercial Manager

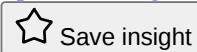
[Lisa O'Keefe: Uniting women's sport across the world \(Podcast\)](#)



Leadership

Lisa O'Keefe: Uniting women's sport across the world (Podcast)

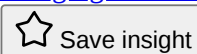
[Sports Management Training Programme empowering women in Africa](#)



Leadership

Sports Management Training Programme empowering women in Africa

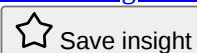
[Bringing Gender in Tool](#)



Leadership

Bringing Gender in Tool

[Celebrating Champions of Change: Helene Wilson](#)



Leadership

Celebrating Champions of Change: Helene Wilson

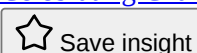
[How can we best support women with family or caregiving responsibilities to excel as a high-performance coach?](#)



Leadership

How can we best support women with family or caregiving responsibilities to excel as a high-performance coach?


[Celebrating Champions of Change: Rebecca Rolls](#)



Leadership

Celebrating Champions of Change: Rebecca Rolls

[Pacific Women's Leadership impact: Pualele Craig](#)


 Save insight

Leadership

Pacific Women's Leadership impact: Pualele Craig

By Merran Brockie-David - Women in Sport Aotearoa


[5 4 3 2 1 Paris: Luuka Jones](#)

 Save insight

Leadership

5 4 3 2 1 Paris: Luuka Jones


[Whanake o te Kōpara impact - 2023 Alumnae Kylie Heihei](#)

 Save insight

Leadership

Whanake o te Kōpara impact - 2023 Alumnae Kylie Heihei


[IWG: Fran McEwen - Whanake o te Kōpara: co-designing a leadership programme for young women](#)

 Save insight

Leadership

IWG: Fran McEwen - Whanake o te Kōpara: co-designing a leadership programme for young women


[Launch of Basketball New Zealand Emerging Leaders Programme!](#)

 Save insight

Leadership

Launch of Basketball New Zealand Emerging Leaders Programme!


[Wonder Women: Women Who Lead initiative launched](#)

 Save insight

Leadership

Wonder Women: Women Who Lead initiative launched

[IWG: Michelle DeHighden - Developing our NextGEN Female Coaches](#)

 Save insight

Leadership

IWG: Michelle DeHighden - Developing our NextGEN Female Coaches
[Kiwi Yarns podcast: Kiwi rower Emma Twigg on what it takes to be an Olympic champion](#)

 Save insight

Leadership

Kiwi Yarns podcast: Kiwi rower Emma Twigg on what it takes to be an Olympic champion

[Black Ferns leader’s momentous rugby deal](#)

 Save insight

Leadership

Black Ferns leader’s momentous rugby deal


[Supporting good governance through board gender diversity](#)

 Save insight

Leadership

Supporting good governance through board gender diversity


[Super Rugby Aupiki: Return to rugby daunting proposition for new mum, former Black Fern Chelsea Semple](#)

 Save insight

Leadership

Super Rugby Aupiki: Return to rugby daunting proposition for new mum, former Black Fern Chelsea Semple


[New research reveals how sports clubs manage integrity issues - AUT](#)

 Save insight

Leadership

New research reveals how sports clubs manage integrity issues - AUT


[Shaping attitudes: Exposure to women coaches and officials influences children and parent perceptions](#)

 Save insight

Leadership

Shaping attitudes: Exposure to women coaches and officials influences children and parent perceptions

[Shaping Attitudes: Exposure to Women Coaches and Officials Influences Children and Parent Perceptions](#)

 Save insight

Leadership

Shaping Attitudes: Exposure to Women Coaches and Officials Influences Children and Parent Perceptions

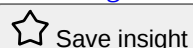
[IWG: Helene Wilson - What happens when you create space in the system - Women in HP Sport Pilot](#)



Leadership

IWG: Helene Wilson - What happens when you create space in the system - Women in HP Sport Pilot

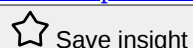
[Enhancing Participation Pathways for Women Coaches in Community Sport](#)



Leadership

Enhancing Participation Pathways for Women Coaches in Community Sport

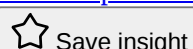
[A development experience to remember](#)



Leadership

A development experience to remember

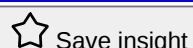
[A development experience to remember](#)



Leadership

A development experience to remember

[Parents Guide to getting young women and girls physically active](#)

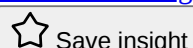


Leadership

Parents Guide to getting young women and girls physically active

By Briana iring - Aktive - Auckland Sport & Recreation

[HERA Coaching Young Women and Girls Toolkit](#)

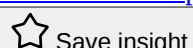


Leadership

HERA Coaching Young Women and Girls Toolkit

By Briana iring - Aktive - Auckland Sport & Recreation

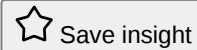
[IWG: Alexia Lopes - "No tits in the pits!": An exploratory research of female leaders in motorsports](#)



Leadership

IWG: Alexia Lopes - "No tits in the pits!": An exploratory research of female leaders in motorsports

[IWG: Vaidehi Vaidya, Women in Sport India - Mentoring the future leaders of women's sports](#)



Leadership

IWG: Vaidehi Vaidya, Women in Sport India - Mentoring the future leaders of women's sports

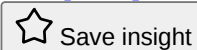
[IWG: Tania Cassidy & Jessica Fuller - Building capability in NZ female football coaches: The journey of a mentor and mentee.](#)



Leadership

IWG: Tania Cassidy & Jessica Fuller - Building capability in NZ female football coaches: The journey of a mentor and mentee.

[Hera principles](#)

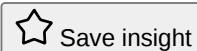


Leadership

Hera principles

By Briana irving - Aktive - Auckland Sport & Recreation

[IWG: Sari Tuunainen - Coach Like a Woman in Combat Sports](#)



Leadership

IWG: Sari Tuunainen - Coach Like a Woman in Combat Sports

[IWG: Hanna Huuonen - Bye bye, binary! Introducing intersectionality in sports instructing](#)



Leadership

IWG: Hanna Huuonen - Bye bye, binary! Introducing intersectionality in sports instructing

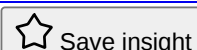
[IWG: Akane Mikura - JBA progress of developing women coach](#)



Leadership

IWG: Akane Mikura - JBA progress of developing women coach

[Te Whāriki Hou- Te Mana o te Wahine](#)




Leadership

Te Whāriki Hou- Te Mana o te Wahine

By Amy McClintock - Basketball New Zealand


[IWG: Dr Lana McCarthy There's No One Way To Coach: Practitioner' Perspectives On Team Leadership And Culture](#)

 Save insight

Leadership

IWG: Dr Lana McCarthy There's No One Way To Coach: Practitioner' Perspectives On Team Leadership And Culture


[Cycling great dodges potholes in life after sport](#)

 Save insight

Leadership

Cycling great dodges potholes in life after sport


[Fern juggles player and coach roles](#)

 Save insight

Leadership

Fern juggles player and coach roles

[Podcast: Raelene Castle: Leadership Lessons as CEO of Rugby Australia, Bulldogs, Sport New Zealand and more!](#)

 Save insight

Leadership

Podcast: Raelene Castle: Leadership Lessons as CEO of Rugby Australia, Bulldogs, Sport New Zealand and more!

[Women and Girls Strategy in Sport and Active Recreation - Sport NZ Commitment Progress Report](#)


 Save insight

Leadership

Women and Girls Strategy in Sport and Active Recreation - Sport NZ Commitment Progress Report

By Rachel Howells - Sport New Zealand

[Improving Women's Experiences of Mentorship in Canadian Coaching](#)

 Save insight

Leadership

Improving Women's Experiences of Mentorship in Canadian Coaching


[Playing Sports May Be The Secret To Women's Career Success](#)

 Save insight

Leadership

Playing Sports May Be The Secret To Women’s Career Success


[Nuku Ora W&G Week Collaboration Session](#)

 Save insight

Leadership

Nuku Ora W&G Week Collaboration Session

By Lily Joiner - Nuku Ora
[Whanake o te Kōpara - Impacting young wāhine](#)




 Save insight

Leadership





Whanake o te Kōpara - Impacting young wāhine

By Merran Brockie-David - Women in Sport Aotearoa

Our Partners

-  Sport NZ
-  NZ Foreign affairs and trade
-  US Embassy NZ

[Women in Sport Aotearoa Insight Hub](#) | [Ngā Wāhine Hākinakina o Aotearoa](#)

-  [Facebook](#)
-  [Instagram](#)
-  [Twitter](#)
-  [YouTube](#)
- [Contact](#)
- [FAQs](#)
- [Privacy policy](#)
- [Terms of use](#)

© 2024 Women in Sport Aotearoa


Subscribe to our newsletter

Receive the latest news, events and insights as we publish them.

Name:

Email:

[Subscribe](#) 



Close panel

Subscribe to our newsletter

Our weekly email delivering the latest insights as we publish them, tailored to your tastes.

First name:*

Email:*

Preferences

Select those that apply to you to help us customise your Insight Hub experience.

Insight Themes

- ☒ All
- ☒ Leadership
- ☒ Social Change
- ☒ Active Lives
- ☒ High Performance
- ☒ Visibility and Voice

Insight Content Types

- ☒ All
- ☒ Research
- ☒ Case studies
- ☒ News stories
- ☒ Toolkits

Subscribe now 