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

Theme:
Leadership

 Strategies that Male Allies Use to Advance Women in the Workplace

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](#)



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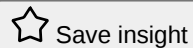
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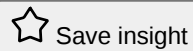
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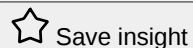
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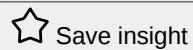


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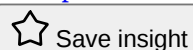


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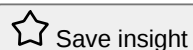


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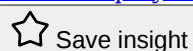


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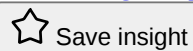
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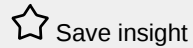


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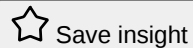


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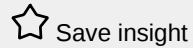


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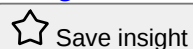


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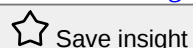


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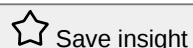


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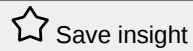


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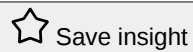


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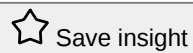


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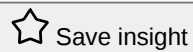


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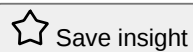
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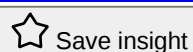
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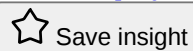
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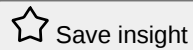
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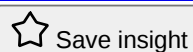
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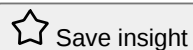
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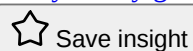
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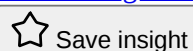
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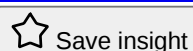
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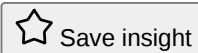
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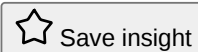


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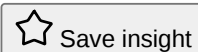
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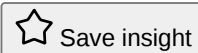
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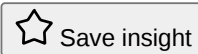
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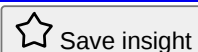
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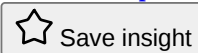
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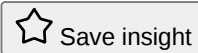
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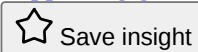
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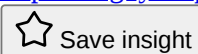
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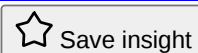
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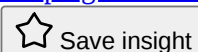
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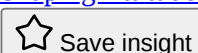
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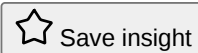
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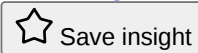
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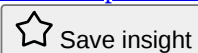
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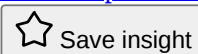
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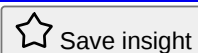
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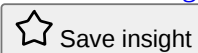


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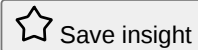
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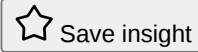
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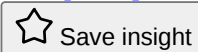
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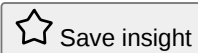


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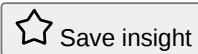
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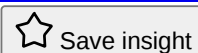
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