



# Panel Discussion: Engaging Male Allies

Panel Moderator: Misbah Mubarak (Amazon Web Services)

Panelist: Patty Lopez (Intel)

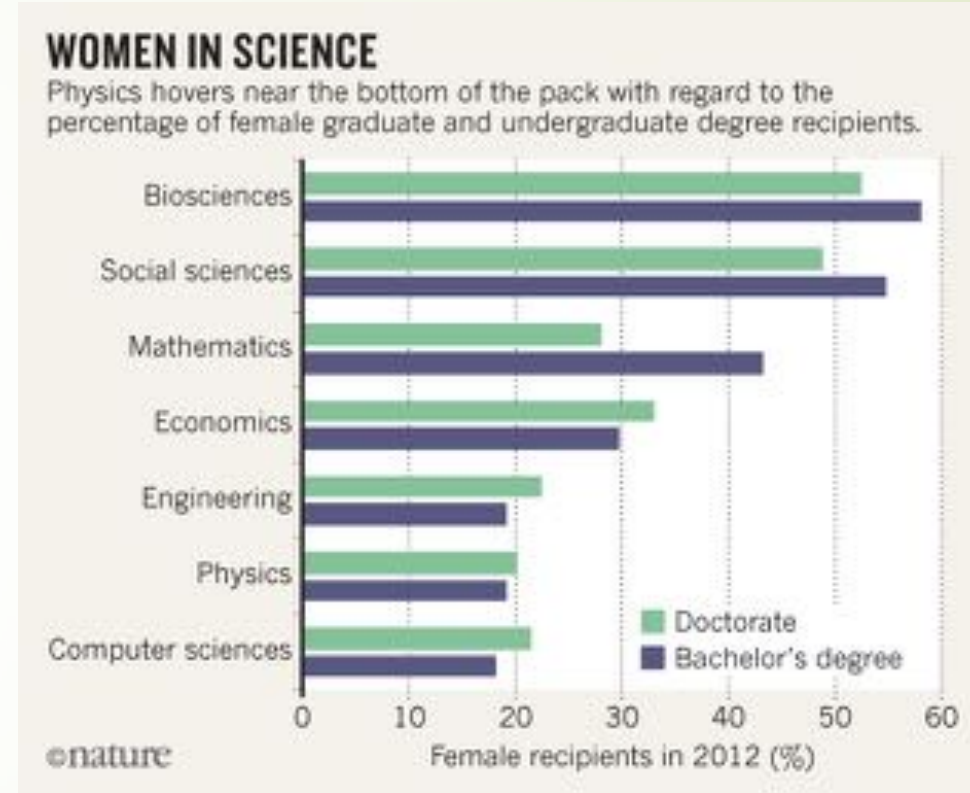
Panelist: Ian Foster (Argonne National Laboratory & Univ. of Chicago)

Panelist: Brendan Bouffler (Amazon Web Services)

Panelist : Cory Snavelly (NERSC)

# Why male ally engagement is important?

- Evidence shows when men are engaged in gender inclusion programs, 96% of organizations see progress as opposed to 30% organizations when men are not engaged (Source: Harvard Business Review)



Credit:

<https://www.nature.com/news/women-in-physics-face-big-hurdles-still-1.20349>




# Panel Format

- Introductions of panelists
- Questions from panelists
- Last 10-15 minutes dedicated to stories from the audience: ***Tell us about how male ally engagement progressed your career?***
- List of resources at the end -- courtesy to our panelists



# Question

- What are some of your personal experiences (or reasons) that motivated you to think/care about the gender gap in HPC?
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# Question

- Provide a specific and individual case study (one or more examples) in your career where you have enabled the empowerment of minorities/women in your organization or group? What was the problem, what steps did you take to resolve it and how did you measure success?



# Question

- Have you actively communicated with women/minority at your workplace to make them feel inclusive? What steps have you taken to promote inclusion of women ? What about women that are from an under-represented group?



# Question

- Many speak to diversity and inclusion but do nothing beyond saying these words. What do you encourage them to do? How can we make this more of a central issue given the assailable evidence that a diverse culture leads to improved workplace performance?



# Question

- What are some ways men can be good allies?  
What are the main reasons there is currently a low percentage of male allies and how can we improve? What do we need to do to inspire male advocates?





# Question

- As a technical leader or team lead, what have you done to understand the cultural issues that are faced by women/minorities?



# Question

- In your group or organization, what practical steps have you taken to reduce the barriers faced by parents/ women/minorities such as flexible working hours, remote working, maternity leave, work life balance?



# Question

- Are you someone who has taken diversity training (such as unconscious bias), has worked to address unconscious bias at an individual level or in the organization or has introduced such trainings. Describe what training you have taken?

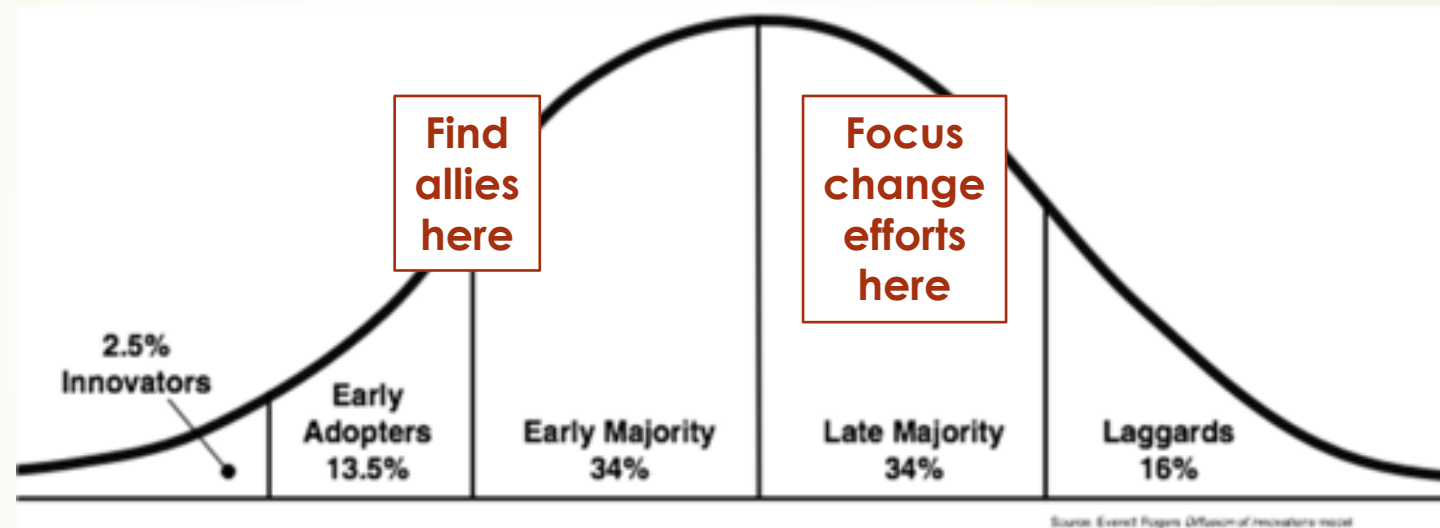


# Question

- What advice do you have for people who are want to do more?

# Diffusion of Innovation (DOI)

*...applies to social change too!*



- **Early majority:** willing to set an example outside the status quo
- **Late majority:** skeptical, need a reason, but receptive

# Reading List

- <https://maleallies.com/> - offers a “5 Ally Actions Newsletter” –on Twitter @betterallies
- <https://bettermanconference.com/> - Understanding healthy masculinity traits for inclusive leadership – on Twitter @bettermanconf
- <https://www.liveintheirworld.com/> - Robin Rosenberg uses VR technology to change workplace culture
- Harvard Business Review (two of many)
  - How to Show White Men That Diversity and Inclusion Efforts Need Them
  - [How the Best Bosses Interrupt Bias on Their Teams](#)
- White Fragility: Why It's So Hard for White People to Talk About Racism – Robin DiAngelo
- “We Are All for Diversity, but . . .”: How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change - Özlem Sensoy & Robin DiAngelo
- Microinequities: The Power of Small, Stephen Young - <https://insighteducationsystems.com/stephen-young/>
- Covering – Kenji Yoshino - <http://kenjiyoshino.com/KY/covering/>

\* Courtesy of Patty Lopez (Intel)



# Workshop Materials & Quick Guides

- [TED Talk: How to Be a Better Ally](#) video (9:30)
- ["50 Ways to Fight Bias"](#) flash cards
- [Guide to Allyship](#)
- [Huffington Post: How to Be a Better Ally in 2018](#) article
- [Frances Kendall: Developing Skills to Be A Better Ally](#) worksheet

\* Courtesy of Cory Snavelly and DEI office, Lawrence Berkeley National Laboratory