

Principles for being a male ally for gender equity



These 5 principles have 4 main aims or applications:

- To act as a self-guide and support tool for men interested in becoming allies for gender equity.
- To support women to be able to clearly identify male allies and hold them accountable as men attempt and do this work.
- To support teams, groups and supervisors as reflective discussion questions to collectively work in a gender transformative way.
- The principles can even be used for project and program evaluation.

Principle One: Be conscious of power and male privilege

- Acknowledge that men as a group hold political, economic and social privilege (even if you personally experience discrimination or oppression).
- Recognise and identify the many ways that privilege is reproduced through particular ways of knowing, being and doing manhood (gender), both in your own and other men's lives.
- Where appropriate leverage or activate your male privilege to challenge and change gendered power imbalances in your daily life. (Ask a woman what actions might do this best).

Principle Two: Continuously pursue knowledge and learning

- Commit to self-education that is influenced by reputable sources that relate to gender equity. Commit to engaging with material that is written by or created by women.
- Develop awareness about what is pro-feminist and anti-feminist knowledge.
- Be able to explain what gender equity means to you and what you can do to make it happen.



Principle Three: Be accountable to women and gender equality movements and groups



- Develop an awareness of and connection with the diversity and intersectionality of women and their associated gender equity movements and communities.
- Engage in critical reflection on your position in the gender equity space. Reflect and acknowledge that your elevated position to advocate is possible because you are a man and might have nothing to do with your skill or capacity in this space.
- Connect with skilled and professional women in the gender equity space and seek their mentorship.
- Amplify women's voice rather than speaking on behalf of them. Include women in the planning, design and implementation of your projects or ideas.

Principle Four: Support words with action

- Articulate and continuously work towards being the man you want to be (as a pro-feminist and feminist ally).
- Dedicate time and effort to creating real progress. Support must be translated into concrete action.
- Do not rely on women to be responsible for your healing and work. Engage in training, therapy and group work to challenge and unlearn certain behaviours, thoughts and practices that actively go against your ally stance.

Principle Five: Encourage others to become allies and join the resistance

- Share the responsibility of motivating, supporting, challenging and holding other men to account. This lessens the work for women.
- Share your experiences of vulnerability, learning and knowledge with other men.
- Gain skills in dealing with your own and others' strong emotions and how you can help other men to increase their emotional intelligence and capacity to do this work.



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