



University of St.Gallen

Research Institute for
International Management



Male Allyship Training

Leading the way – and paving the way for top talents



What is Allyship?

“Diversity, equity, and inclusion efforts are often relegated to minorities. However, men can use their privilege and power to advocate for women, promote gender equity, and support initiatives that address gender bias in the workplace. Indeed, men can demonstrate their commitment to creating a more diverse and inclusive workplace by engaging in allyship. But what is allyship?

Allyship is the supportive actions from people who belong to relatively advantaged groups (e.g., men) towards people from less advantaged social groups (e.g., women). To successfully engage in allyship, men first educate themselves about gender bias and the barriers that women (and men) face at work because of their gender. Equipped with this information, they can share this knowledge with others, interrupt negative bias, and intentionally act to support women at work. So similar to mentors, allies provide resources and support to other employees. But, given their deeper understanding about gendered barriers, allies can also interrupt subtle, yet frequent (and harmful) acts that systematically undermine and exclude women and other minorities.

Critically, allyship focuses on advantaged social groups like men because they often have the organizational resources and decision-making power to promote (effective) change. Moreover, it is often men's commitment and action towards gender equity that legitimizes Diversity, Equity, and Inclusion efforts“.

Text originally from: Gloor and Bajet Mestre (2023). [Leading the way – and paving the way for top talents – via allyship.](#) University of St. Gallen.

The seminar at a glance

Programme description

The first step to successful male allyship is education, which includes “unlearning” as much as acquiring new information. Because the concept is new and the process is not always easy, we’ve designed a novel, evidence-based training to arm potential allies with the knowledge and skills to be successful.

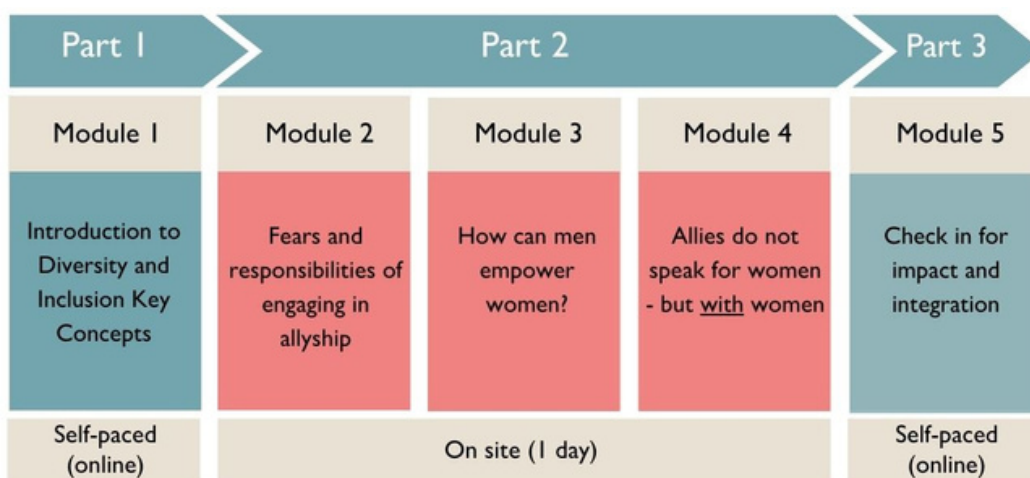
Across five sessions, participants will learn relevant facts and figures, how to identify (often subtle) bias and problematic defaults, reflect on their relevant motivation and experiences, acknowledge their potential fears and responsibilities, and practice how to implement these soft skills via hard practice.

As part of the program, men have a space to discuss their allyship challenges as well as the opportunity to connect and network with other men in their allyship journey.

Structure

The training has a blended learning format (online and on site). The first and last modules are completed online, at participants’ own pace. Modules 2 to 4 take place on site (either Zurich, St. Gallen or at your company). The training includes an education part, groups discussions and practical activities.

The course structure is as follows:



Modules

Part 1: Online

Module 1: Introduction to Diversity and Inclusion

- The goal of this session is to increase knowledge and awareness of the importance of diversity, equity and inclusion. We will start discussing the obstacles that aspiring female leaders face in Switzerland and discuss how gender bias at the workplace negatively affects both men and women. Then, we will talk about why male allyship is needed.

Part 2: On site

Module 2: Fears and responsibilities of becoming an ally

- In this session we will discuss (invisible) privileges and obstacles for allyship action. Men might be afraid to talk about gender topics because they fear reverse discrimination, they think they don't have legitimacy or because they fear making mistakes. We will discuss how to overcome these obstacles, based on the understanding that men's actions towards gender equity are legitimized and needed for sustainable process.

Module 3: How can men empower women

- In this session we will identify specific behaviors that allies can do to reduce gender inequities, both at an interpersonal and an organizational level. Moreover, given that confronting sexism is not easy, we will practice what can be done when we observe sexism at work.

Module 4: Speaking “with“ but not “for“ women

- Not all allyship action is useful, indeed, when men engage in paternalistic or dependency-oriented help, their efforts might backfire. The goal of this session is to understand and practice the type of help that would be valued.

Part 3: Online

Module 5: Check in for impact and integration

- Participants will be able to review and reflect on the contents learned.

Time and Location

Duration	8h divided in: 2h online, 6h on site
Target Group	Men and people who identify as men who are interested in learning about gender equity and want to cultivate essential leadership skills
Programme type	Hybrid
Location	St. Gallen, Zurich or at your organization
Seminar language	English and/or German

Course material

At the start of the training participants receive digital access to a learning platform (Rise) tailored for this course. There they will find the online materials (including written content, videos, and recommended articles) to prepare and deepen their knowledge of the desired topic. After the on site session, presentations slides and exercises used by the trainees will be added to the platform so that participants can access it and review it when necessary.

Research

This training is part of research funded by the Swiss National Science Foundation. By participating in the training you will also participate in research projects. We are grateful for SNSF financial support, which also allows us to offer this evidence-based training at a reduced rate.



What participants say:

- “Very inspiring, motivating, invigorating and a training needed in all organisations”
- “Very motivating presentation, great insights, a safe place to discuss and learn, meeting and connecting with great likeminded people and getting advice to take action”
- “A safe and engaging place for important discussions and the importance to the action”

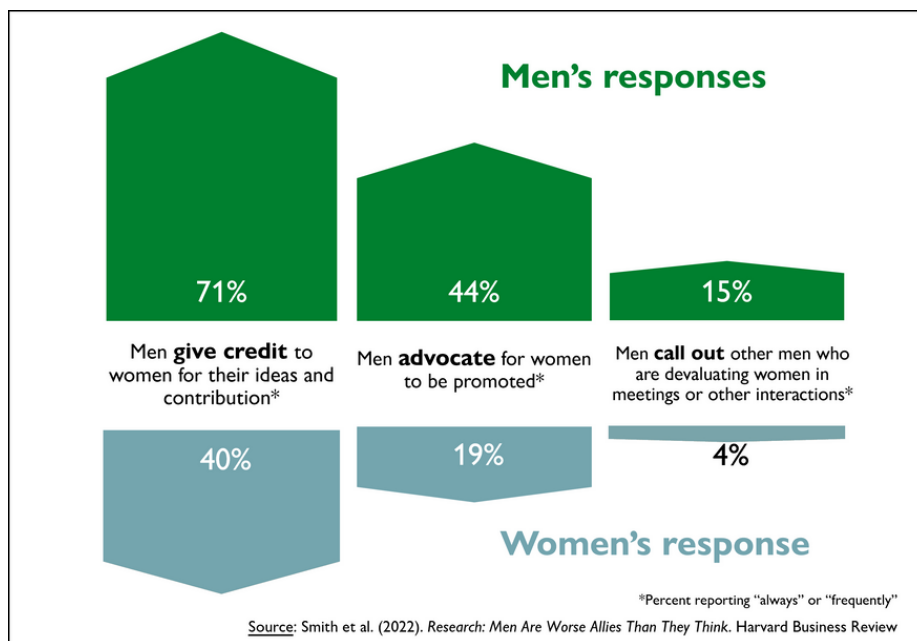
How will your organization benefit?

By participating in this evidence-based program your employees will have the opportunity to improve their knowledge and awareness on diversity and inclusion as well as develop critical skills to interrupt bias and support aspiring female leaders.

This program serves as a valuable addition to your current Diversity, Equity, and Inclusion initiative. It emphasizes the emerging idea of allyship and employs a practical, hands-on approach through exercises designed to enhance skills. By investing in your workforce through this training, you'll elevate their leadership abilities and gain a strategic edge in the competitive Swiss labor market.

Opportunities to make an impact:

Men leaders are more likely to view themselves (and other men) as engaging in advocacy work than women. As the figure below shows men might be missing out on opportunities to make an impact as an ally. The good news? Men who actively participate in allyship programs can better recognize gender bias and engage in action to interrupt it.



Can't women advocate for themselves?

Of course they can, and they are already doing so. Still, a joint commitment is needed to make real and sustainable change and ensure that everyone has equal opportunities.

Trainers:



Prof. Dr. Jamie L. Gloor



With 15+ years of experience across 4 continents, Asst. Prof. Dr. Jamie Gloor is an award-winning speaker, teacher, and scholar, most recently winning the Latsis Prize for the top scholar under age 40 at HSG. Her research is featured in Academy of Management Review, Journal of Applied Psychology, Harvard Business Review, and The New York Times. She and her team craft courses, articles, workshops, and keynotes spanning management, economics, and psychology on the topics of diversity, leadership, humor...and more.



Pirmin Meyer



Pirmin Meyer is a qualified lawyer and has 18 years of experience in the insurance industry in various functions. Most recently, he was responsible for Public Affairs at Zurich Insurance Switzerland for 8 years. His experience in large companies, non-profit organisations and politics allows him to see things from different perspectives. As an independent strategy consultant, he helps individuals and organisations adapt to change.

As a father of two sons, he has been involved in gender equality issues for over 10 years. Since the birth of his first son, he has worked 80% of the time. As co-president of WE/MEN, he is committed to gender equality. With the support of the board and a community of more than 200 people. Because joint engagement of men and women as allies has a more sustainable and powerful impact.



Konrad Weber



Konrad Weber is a strategy consultant and coach in the field of digital transformation. For more than 15 years, he has worked as a bridge builder between content and technology. He advises management boards on the development and implementation of new strategies and processes.

The topic of equal rights drives him on many levels: As a strategy consultant, he works on how diversity leads to better corporate success and more innovative solutions. As a citizen and board member of WE/MEN, he supports how men can get involved in favour of more women. And as a father of a young daughter, he is committed to ensuring that she can grow up in a world with more equal father of a young daughter, he is committed to ensuring that she can grow up in a world with more equality.

Researchers:

As part of the Competence Center for Diversity and Inclusion The [Paths to Leadership that Advance Inclusion and Diversity \(PLAID\) Lab](#), develops advanced research on leadership and DEI (diversity, equity and inclusion). They integrate knowledge from organizational behaviour, social psychology, management and entrepreneurship and use rigorous empirical approach with multiple quantitative methods (e.g., field, experimental, and social network studies) and qualitative methods (e.g., ethnographic observations).



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Dr. Miwha Seong



Mihwa Seong is a postdoctoral research fellow at the Competence Center for Diversity and Inclusion (CCDI) working with Prof. Jamie Gloor and Amanda Shantz. Her research interests include topics of gender/intersectionality in business leadership. Prior to joining the CCDI, she completed her Ph.D. in Entrepreneurship at Ivey Business School, Western University in Canada.



Eugenia Bajet Mestre



Eugenia Bajet Mestre works as a Research Assistant at the Competence Center for Diversity and Inclusion (CCDI). Together with Prof. Jamie Gloor, she studies “non-traditional paths for not-traditional leaders”. With a background in Business Administration (Bachelor level) and Social Psychology (Research Master), she is currently conducting her PhD in Organizational Studies and Cultural Theory (DOK program).

More information in our website, scan QR code or go to:

<https://ccdi-unisg.ch/en/male-allyship-training/>

For questions, contact eugenia.bajetmestre@student.unisg.ch

