



Engaging Men As Allies For #Metoo

The Forum on Workplace Inclusion

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Our Time Together

- Review Working Mother/Diversity Best Practice #MeToo Survey and Results
- Share observations and best practices to address the issues
- Conduct Roundtable discussions
- Commit to action





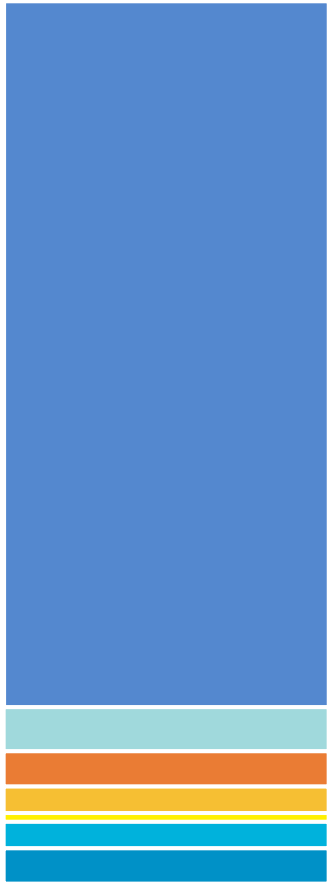
About Our Survey

To understand why sexual harassment persists as a workplace issue — and what solutions can be used to address and mitigate the negative impact — the Working Mother Research Institute developed the #MeToo survey in partnership with the American Bar Association Law Journal.

We collected almost 3,000 responses, a mix of women and men, business people and those in the legal industry, who were the majority of respondents.



Respondent Demographics



White 80%
Black 5%
Hispanic 4%
Asian 3%
**Native American/
Alaska Native 1%**
**Two or More
Races 3%**
NA 4%



**Female
65%**
**Male
32%**
**Other/NA
3%**

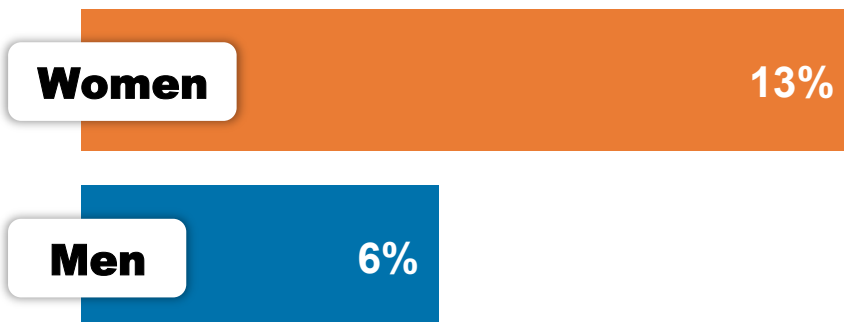


MAJOR FINDINGS

Have You Experienced Sexual Harassment in the Workplace?



Did someone else witness incident(s), respondents who said yes



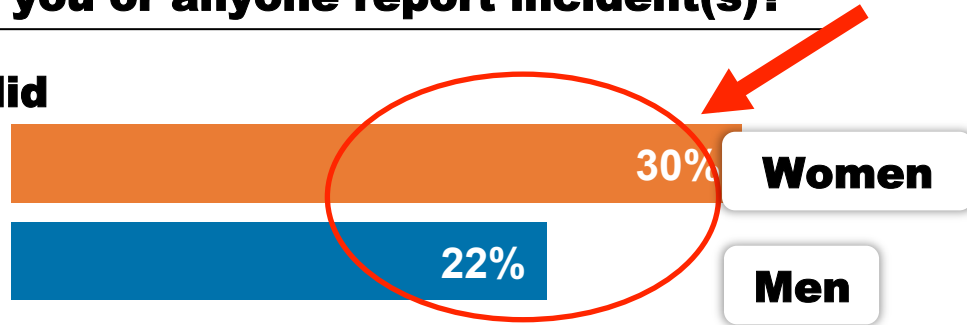


MAJOR FINDINGS

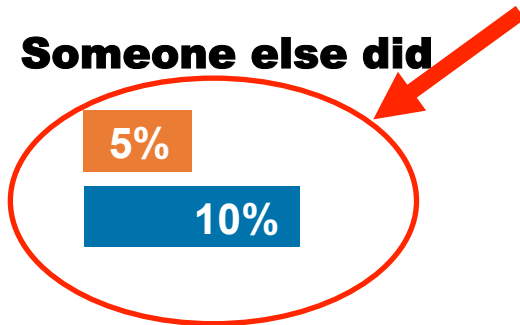
Organizational Response

Did you or anyone report incident(s)?

I did



Someone else did



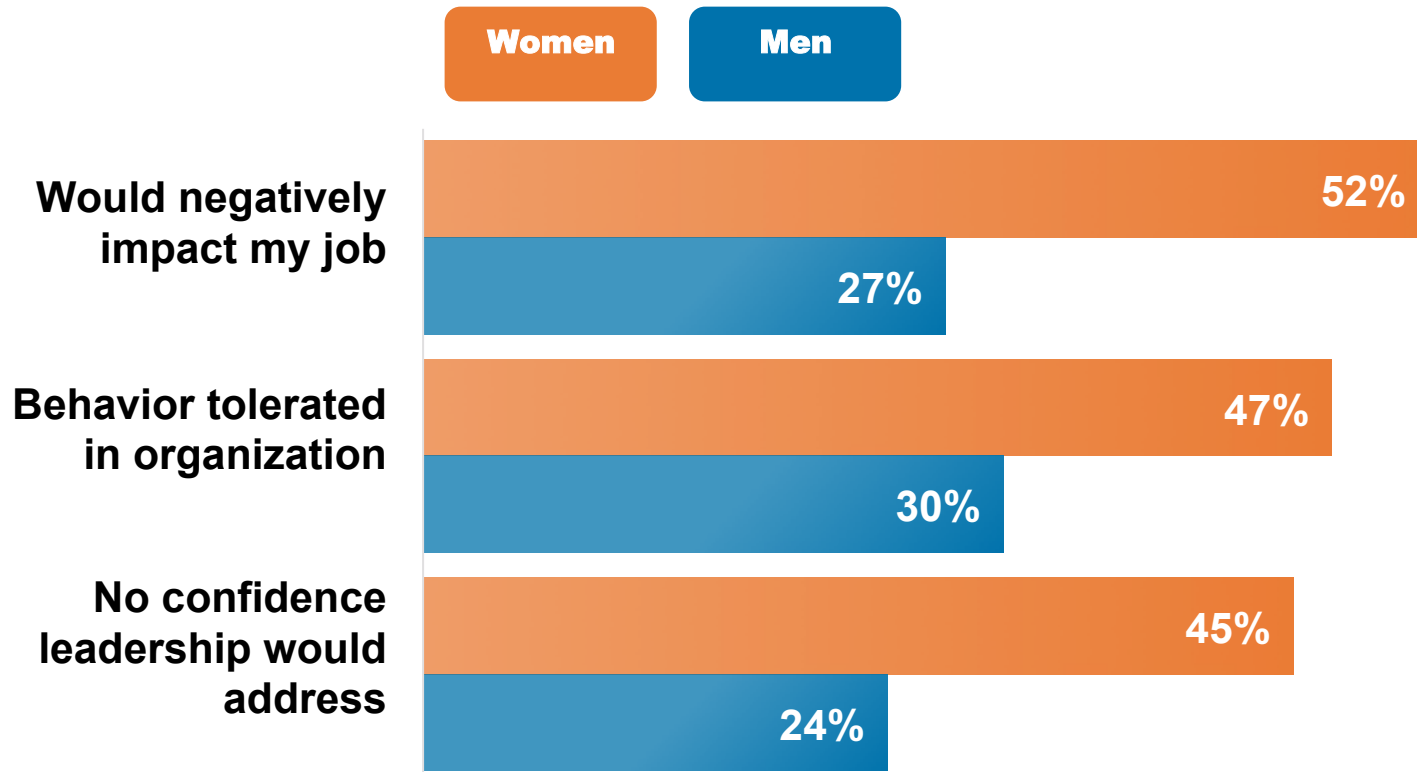
Was your/the claim taken seriously by organization? Percent Who Said Yes





MAJOR FINDINGS

Top 3 Reasons Women's Claim Wasn't Reported

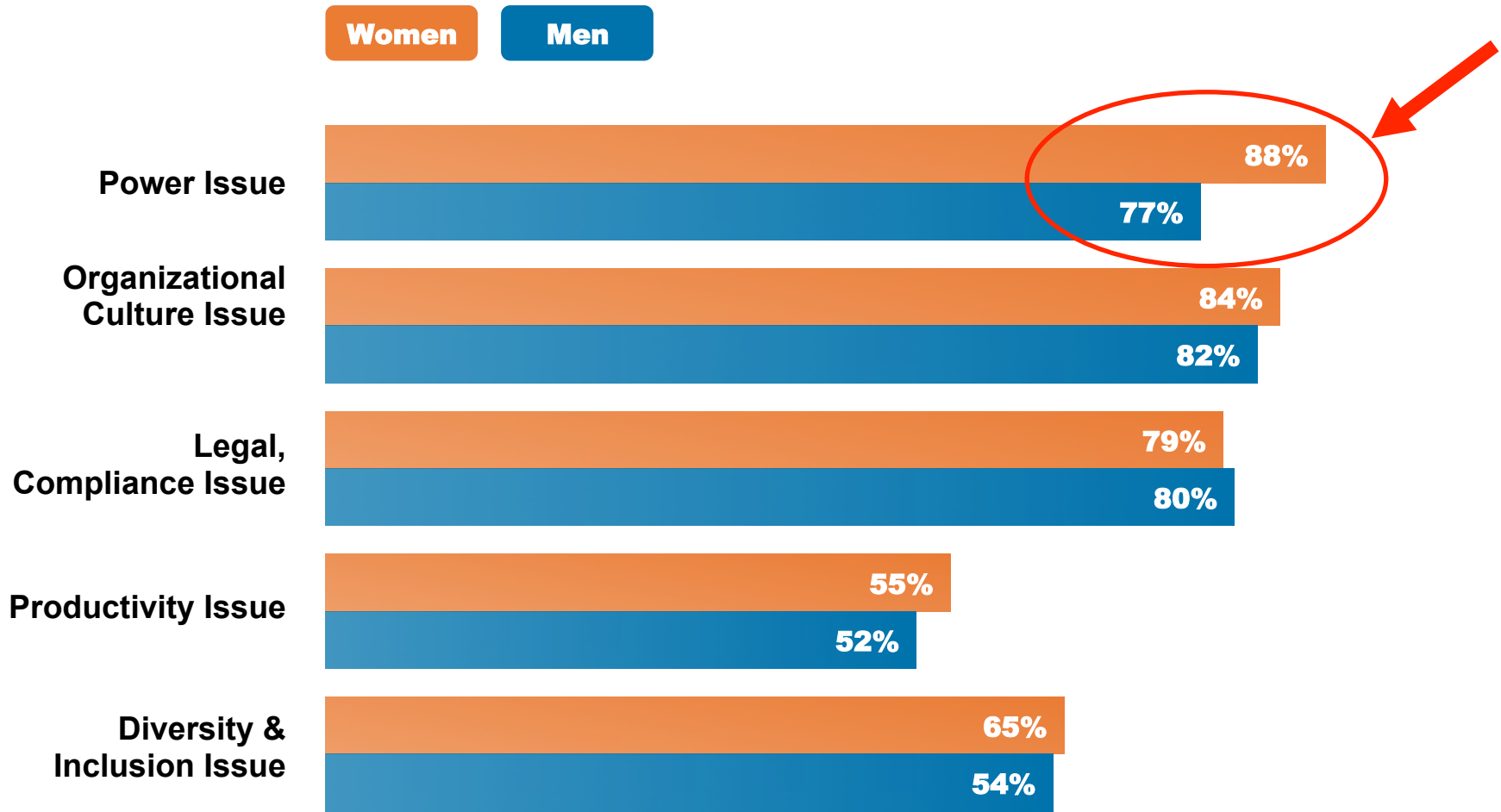


Top Reason Bystanders did not report:
Victim did not want to report



MAJOR FINDINGS

Sexual Harassment Is A ...



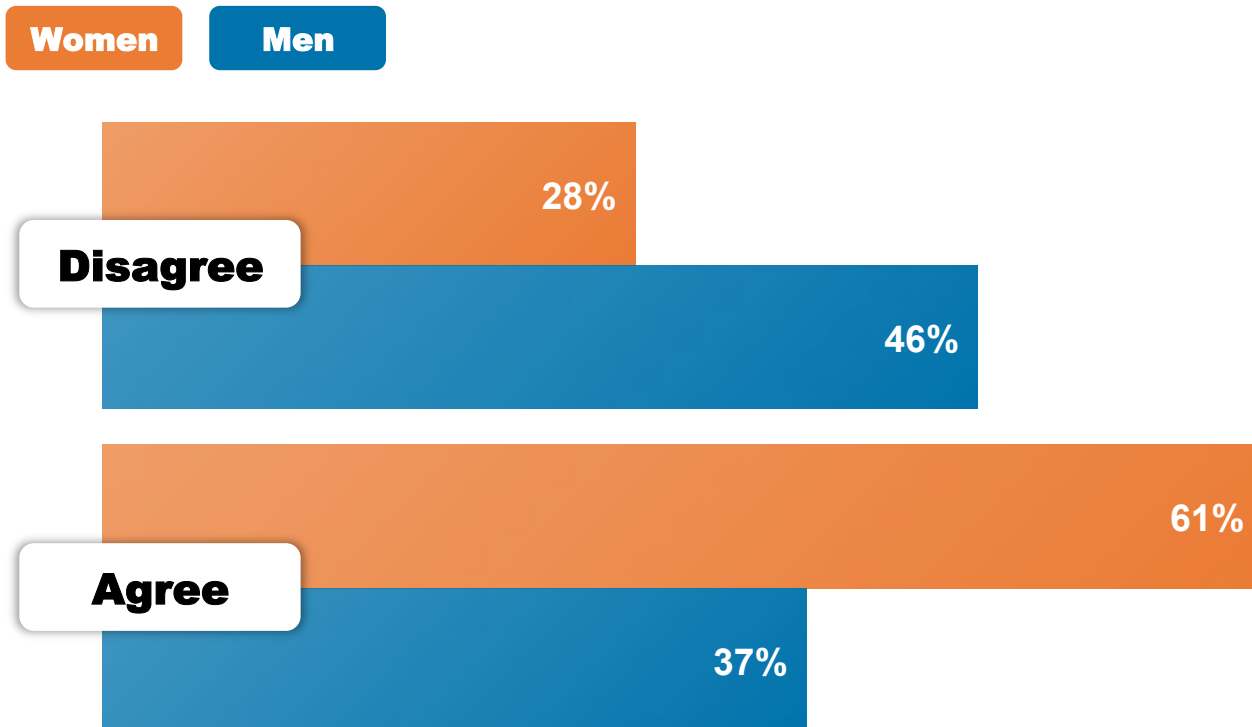
(Top Responses)



MAJOR FINDINGS

Who Holds the Power?

In my organization, men hold disproportionate share of power



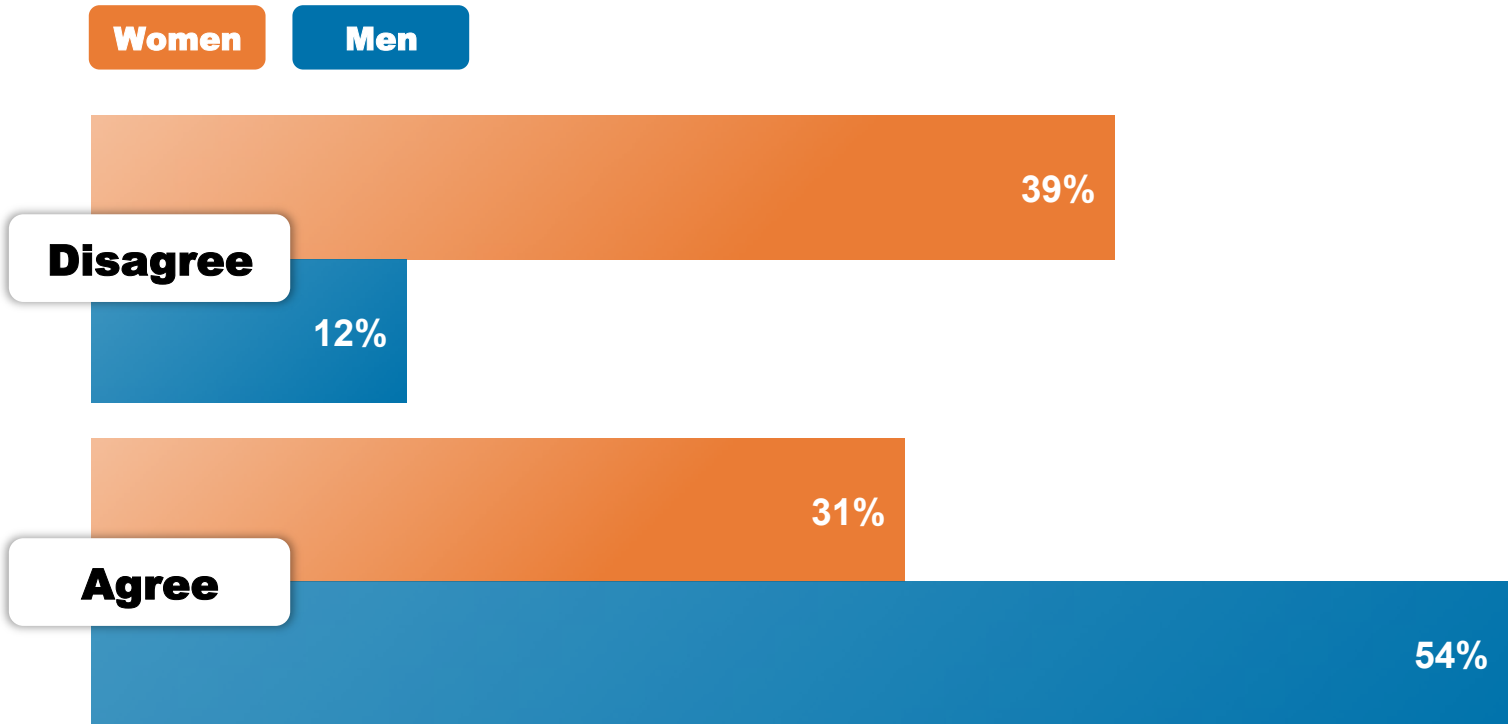
(does not include respondents who neither agree nor disagree)



MAJOR FINDINGS

Men As Allies

In my organization, women and men are allies in reaching gender equality



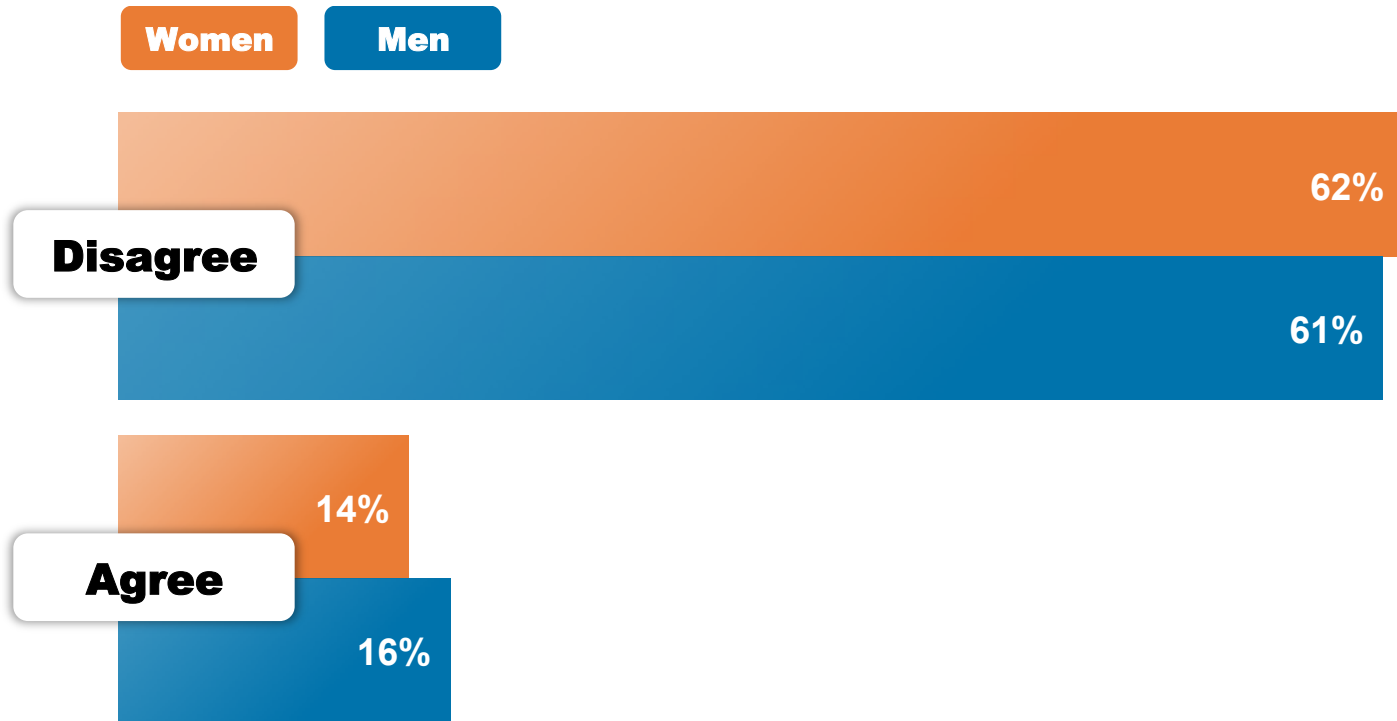
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MAJOR FINDINGS

Implications of #Metoo

There are no negative impacts as a result of the widespread focus on #Metoo sexual harassment issues.



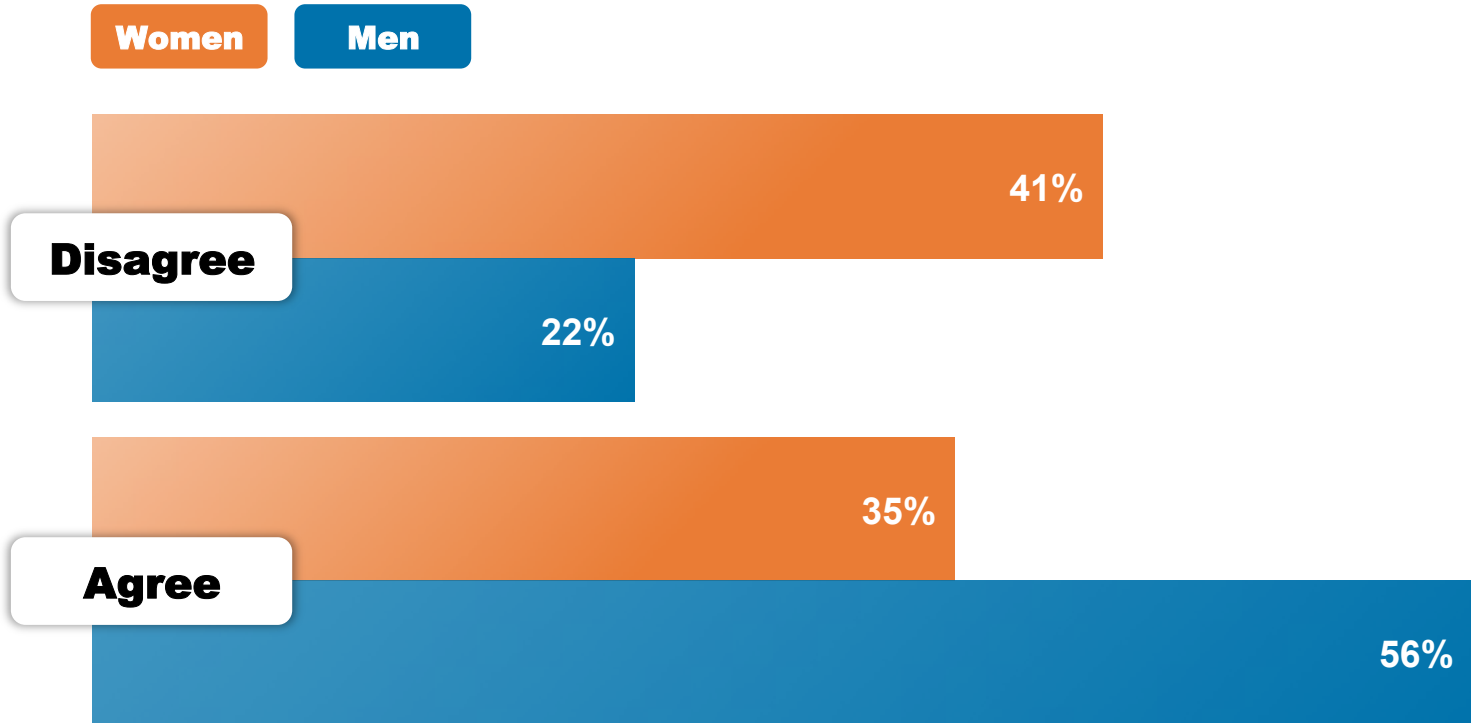
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MAJOR FINDINGS

Mentoring and Sponsorship Relationships

Mentoring and sponsorship relationships requiring one-on-one interaction run the risk of a heightened perception of unacceptable behavior

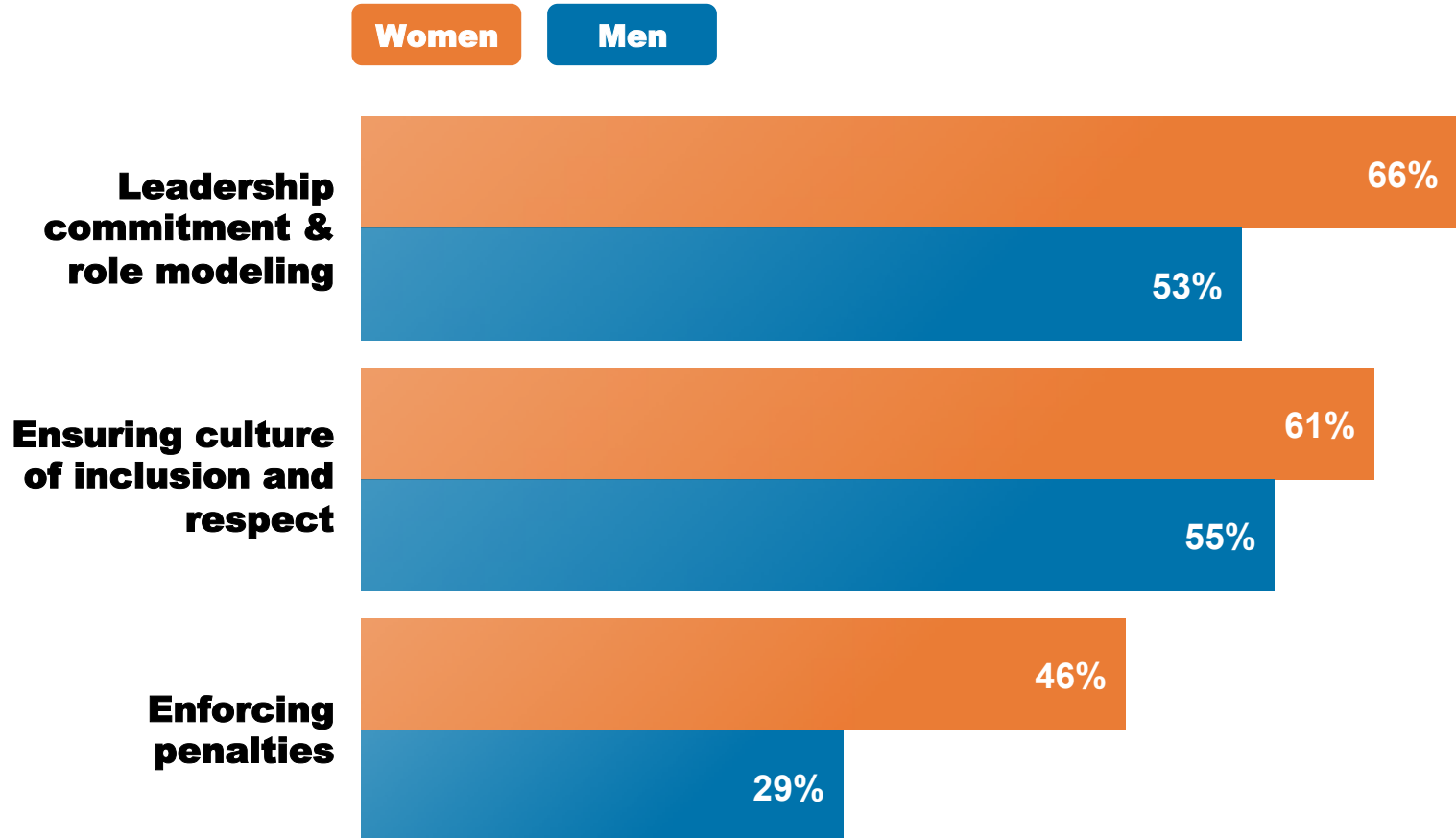


(does not include respondents who neither agree nor disagree)



MAJOR FINDINGS

Top 3 Interventions



Comments From Respondents

“We need frank and open discussions—do this frequently.”

“Collaborate with men on a common vision of what it is and when it’s appropriate to call out.”

“Power dynamic implications can occur with all sexes, orientations, races, ethnicities, etc.”

“Stop demonizing all men. Creating more risk and distrust in every workplace cannot be productive.”



SOLUTIONS

Our Recommendations and Ideas From Business Leaders

What Your Organization Can Do

■ Assess the Situation

- Conduct climate surveys to see how harassment is treated and perceived
- Verify and audit process of how claims are handled (e.g. no negative repercussions, ensuring parity and follow up)

■ Establish Clear Policies

- Clearly define and communicate acceptable and unacceptable behaviors
- Provide tools, verbiage and training to empower employees and bystanders to intervene
- Take swift action/investigate claims and enforce zero-tolerance policy when incidents occur
- Guard against retaliation. Audit cases and follow up to ensure lack of bias, parity and lack of negative repercussions



SOLUTIONS

Our Recommendations and Ideas From Business Leaders

What Your Organization Can Do

Create Gender Partnership Dialogues

- Facilitate Open dialogue - Use D&I and ERGs to foster culture of mutual respect and encourage dialogue (see #MeToo But What Do We Do Now)
- Discuss acceptable and unacceptable behaviors and the implications and roles of power hierarchy
- Discuss the impact on sponsorship and women's advancement

Demonstrate Leadership Accountability

- Senior leaders should express support for policies and dialogue
- Every employee is a leader. Always act with integrity
- Be an upstander not a bystander. See something, say something



Table Discussion Groups

- 20 min each to address two topics
- Select a spokesperson and note taker
- List 3 steps – realistic and possible – that a particular company might take in the next 6 months to move closer to a culture of gender partnership and parity?
- Commit to 1 action you will make happen in the next 2 months.



Table Discussion Groups

1) What is the current state of gender parity and partnership at your organization? What role do men and women play?

- A. Consider power. How does organizational power play a role in gender equity/racial equity? How are men engaging?
- B. What is the leadership culture? What degree of complicity do bystanders display? Leadership?

2) What should happen at our companies to achieve a culture without harassment? Consider:

- A. Processes, policies (are they clearly defined and understood?)
- B. Culture, leadership, accountability (are rules enforced? Role modeled?)
- C. Community and engagement (who is included in the solutioning?)



Sharing your Commitments

- What actions do you recommend your organization take in the next 6 months?
- What action will you commit to in the next 2 months?



About Diversity Best Practices



- Diversity Best Practices, a division of [Working Mother Media](#), is the preeminent organization for mid to large size organizational diversity thought leaders to share best practices and develop innovative solutions for culture change.
- For membership information, contact Carol.Watson@diversitybestpractices.com
- Working Mother Research Institute is a division of Working Mother Media, the repository of a research database of benchmarking data points from thousands of companies' applications for our Working Mother 100 Best Companies, Best Companies for Multicultural Women, NAFE Top Companies for Executive Women, Best Law Firms for Women, and the DBP Inclusion Index.