



**THE
WINTERS
GROUP** INC.

2019

THE #METOO
IMPERFECT
ALLY ASSESSMENT

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Kevin A. Carter, Principal Strategist, The Winters Group developed The #MeToo Imperfect Ally assessment in partnership with Kathleen Buse, the Director of the ERC Women's Leadership Institute. The survey measures five behavioral traits necessary for effective allyship in gender equity: Reflecting, Acknowledging, Listening, Empowering and Achieving.

The survey contains 20 questions and should take about 10 to 15 minutes to complete. The more thoughtful and candid your responses, the better able you will be to identify your strengths and developmental opportunities and to offer organizational recommendations that foster gender equity (e.g., fairness in the hiring, rewarding, developing and advancing people of various genders).

The #MeToo Imperfect Ally model and assessment can be utilized by all people to reflect, acknowledge, listen, empower and achieve in a manner that results in increased respect, inclusion and gender equity in the workplace. For each of the statements ask yourself, "How often is this statement true for me?" and select the appropriate response

If you have any questions or concerns, feel free to contact me by phone or email. Please be assured that all answers you provide will be kept in the strictest confidence.

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Take the Assessment!
<http://bit.ly/TheMeTooAssessment>

Co-Developers



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- BS, Chemical Engineering & Eng & Public Policy, Carnegie Mellon University; MS, Rochester Institute of Technology; PhD Management, Weatherhead School of Management
- 25 years in industry as an engineer & executive, 10 years in academia as a researcher and professor
- Specialty: Applying research-informed practices to lead organizations to gender equity



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- BA, Public Affairs, Vanderbilt University; MBA, CSU Weatherhead School of Management
- 25+ Years National and International D&I Experience
- Specialty: Leveraging people's commonalities and differences through assessments, coaching and social technology to enhance stakeholder engagement, affinity, and advocacy



REFLECT

To become an ally, begin with self-examination, and reflection. Many times when people reflect and ask themselves questions such as how have I affected gender equity, was my behavior always aligned with my intentions, and what was the impact of my actions towards other genders, they can experience confusion, shame, and even guilt.

Many individuals do not know how to judge their behavior. They do not have a behavioral norm to use. We help people thoughtfully answer these questions to raise their self-awareness



ACKNOWLEDGE

Acknowledgment requires admitting that we have not always had meaningful conversations across various genders regarding consent and autonomy, nor have we modeled behavior reflective of an adaptive mindset.

An adaptive mindset on the Intercultural Development Continuum (IDC) is when we understand and see value in other mental models, perspectives and views, and can adapt our behavior accordingly to make others feel respected, appreciated and valued. The Continuum (IDC) suggests we are all imperfect, to some degree, in our behaviors. We have all made mistakes!



LISTEN

Since you became aware of the #MeToo movement, have you found yourself listening differently to people of various genders? Listening to truly hear and understand, and not to rebut or minimize. Listening means to have empathy, not sympathy, to truly understand the situation someone found themselves in, and to acknowledge the complexities, options, or lack thereof, they had for assistance or recourse.



EMPOWERMENT

If people can reflect, acknowledge and listen differently, we can engage with each other and be proactive partners in finding tangible and pragmatic solutions regarding sexual harassment and violence in the workplace and society. Progress begins with acknowledging that we are imperfect allies and offering support to various genders as imperfect allies. The objective of empowerment is to obtain understanding, congruence, or alignment on the intentions, behaviors, and impact that represents progress. Ask yourself, in an organization that empowers various genders:

- 1) What would success look and feel like?
- 2) What would employees be saying?
- 3) What behaviors and outcomes would be recognized and rewarded, which would be prevented?
- 4) What would be the buzz be among customers, how would they show their support?



ACHIEVEMENT

The goal of achievement is to provide individuals of various genders the knowledge, tools, and a supportive environment to help them navigate, flourish, and advance organizations. In our program, and research, achievement is measured in four areas: (a) job promotions, (b) awareness of unconscious bias and how to mitigate it, (c) self-efficacy and breaking counter-productive thinking and behavior, and (d) relationship building.





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LET'S TALK

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