

STATE OF ALLYSHIP-IN-ACTION BENCHMARK RESEARCH

Thank you for being part of this first national survey to better understand what allyship looks like today in organizations. This survey is being administered by Integrating Women Leaders (IWL) headquartered in Indianapolis, IN in partnership with Women's Business Collaborative (WBC) headquartered in Washington, DC.

The survey should take approximately 10 minutes to complete. The data will be analyzed across the entire base of people who have responded from a number of organizations. Your responses are anonymous and there will be no efforts to tie back any specific responses to an individual.

First, we need to know a couple things about you and your organization.

1. What size organization do you currently work for?
 - a. Less than 300 employees
 - b. 300-1,999 employees
 - c. 2000-4,999 employees
 - d. 5000-9,999 employees
 - e. 10,000 or more employees

2. How likely are you to recommend your organization as a great place to work?
 - a. Definitely Recommend
 - b. Probably Recommend
 - c. Might or Might Not Recommend
 - d. Probably Not Recommend
 - e. Definitely Not Recommend

3. Assuming you are still working in another two years, how likely are you to stay at this organization?
 - a. Definitely Will Stay
 - b. Probably Will Stay
 - c. Might or Might Not Stay
 - d. Probably Will Not Stay
 - e. Definitely Will Not Stay

4. Please share how much you agree or disagree with the following statements based on your experience with your organization:

- a. Strongly Agree
 - b. Somewhat Agree
 - c. Neither Agree nor Disagree
 - d. Somewhat Disagree
 - e. Strongly Disagree
 - f. Don't Know
-
- My organization is making great progress in advancing women into leadership roles.
 - My organization is making great progress in advancing other underrepresented groups into leadership roles.
 - My organization truly cares about me as a person.
 - I feel very supported by my manager in helping me grow and advance in my career.
 - My organization is very transparent with information and metrics around the advancement of women and other underrepresented groups.
 - I feel very burned out with everything I am trying to juggle in both my personal and professional life.
 - My efforts and contributions are recognized and valued here.
 - My manager regularly checks in with me on how I am doing.
 - My manager is highly supportive of me.

5. Just to check, is your manager the same gender/race as you?

Gender

Yes

No

Don't Know

Race/Ethnicity

Yes

No

Don't Know

6. What is the one thing that your manager could do for you to better support you?

- Ask me what I specifically need to do my job better
- Provide direction/guidance/support to me on how to develop and grow
- Take better account of all I am juggling to align expectations
- Schedule more frequent touch points to discuss 1-on-1 or as a team
- Provide more frequent feedback/information about how the company is handling current challenges
- Other _____

Let's get more specific about what is or isn't happening in your organization as it relates to allyship. Allyship is about people taking actions to support, amplify and advocate with others, especially for others who don't belong to the same societal group or have the same level of privilege or influence.

7. When you think about what allyship looks like in your organization, what 1-2 words come to mind?
-

8. Below is a list of different programs/initiatives that some organizations offer. Please indicate those that you are aware of in your organization and if you personally have ever been involved or participated.
- a. Unconscious bias training
 - b. Allyship training
 - c. Business/employee resource group supporting women
 - d. Business/employee resource group supporting other underrepresented/marginalized groups (e.g., Black, LatinX, LGBTQ, etc.)
 - e. Male ally group/community
 - f. Mentoring/reverse mentoring program

INVOLVEMENT/PARTICIPATION

- YES, AWARE and have done/participated in
 - YES, AWARE, but have not done/participated in
 - NO, NOT AWARE
9. Becoming an ally is a journey. Looking at these five categories, where would you say most men in your organization would fall on this allyship continuum?
- Executive/C-Suite Team
 - Middle to Senior management
 - Lower Level Management

Anti

Male anti-advocates actively work against women in the workplace, degrading and devaluing their female colleagues on a regular basis. These men make no attempt to hide their belief that women are “less than” and demonstrate this belief through their words and actions.

Ambivalent

Men in this stage may not realize they are hindering equality in the workplace, and may even be indifferent to the concept of allyship. Perhaps they are uncertain about why there needs to be a focus on advancing women.

Aware

Men who are aware express some interest and/or desire to engage women in the workplace. They are in the process of learning and observing, and have some sense of the importance of advancing women, but do not yet know how or feel “ready” to take action or engage as an ally.

Active

Active male allies are well-informed and willing to engage women. As a supporter and ally, they are observing, sharing and learning to influence others, although they are not always able or willing to act/lead and disrupt microaggressions they observe, or leverage their privilege to establish gender equity.

Advocate

Male advocates are a great partner to women. They express empathy to the causes of women and make intentional choices and take proactive and reactive actions to advance women in the workplace. They act as change agents, regularly eliminating micro-aggressions or undesirable behaviors, and are visible in supporting and encouraging others to do the same.

10. Please share how much you agree or disagree with the following statements related to allyship:

- a. Strongly Agree
- b. Somewhat Agree
- c. Neither Agree nor Disagree
- d. Somewhat Disagree
- e. Strongly Disagree
- f. Don't Know

- The Executive Team/C-Suite at my organization is genuinely committed to educating and activating men to be advocates for women.
- Most men who are part of the male ally community in my organization are doing it to really support women and not just “checking the box” to look good or be promoted.
- I see men regularly taking real action to be allies for women.
- There are women leaders in the organization who could be stronger allies for other women.

11. Based on your own experience or what you have observed, how often do you believe these things happen to women within your organization? Also, please indicate if this has happened personally to you in the past year.

- a. Always
- b. Frequently
- c. Sometimes
- d. Rarely
- e. Never

HAPPENED TO YOU IN PAST YEAR

- a. Always
- b. Frequently
- c. Sometimes

- d. Rarely
- e. Never

- Being interrupted or spoken over more often than others
- Having their judgment questioned in their area of expertise
- Not being given credit for contributions made
- Being asked to do the “officework” (e.g., schedule meetings, take notes, etc.)
- Being overlooked for a promotion or stretch assignment
- Being questioned on their emotional state
- Being dismissed because they are too new
- Expressing surprise at their language skills or abilities
- Hearing or overhearing insults about their culture of people like them
- Being confused with someone else of the same race/ethnicity
- Feeling expected to speak on behalf of all people with their ethnicity
- Having comments made about cultural aspects about their appearance

12. To ensure that we ask you the right set of questions going forward, please let us know how you identify yourself.

- a. Binary Female
- b. Binary Male
- c. Other
- d. Prefer Not to Share

13. The following is a list of some behaviors that represent allyship in action. Based on your own experience or what you have seen or have heard from others, how often does this happen within your organization:

- a. Always
- b. Frequently
- c. Sometimes
- d. Rarely
- e. Never
- f. Don't Know or N/A

And please let us know if you have personally taken these actions in the past year.

YES

NO

- Requiring diverse slates of candidates for open positions
- Men advocating for women to be promoted
- Men calling out other men who are devaluing women in meetings and other interactions
- Men mentoring or sponsoring women, particularly women of color
- Men giving credit to women for their ideas and contributions
- Men speaking up for women in internal meetings

- Men speaking up for women in customer meetings
- Men advocating for women, even when women aren't in the room

MEN ONLY – Q14 to Q20

14. Please share how much you agree or disagree with the following statements related to allyship:

- Strongly Agree
- Somewhat Agree
- Neither Agree nor Disagree
- Somewhat Disagree
- Strongly Disagree
- Don't Know/N/A

- I have a reverse mentor who is helping me understand their experience as a person who is from a group that is often marginalized or underrepresented in our organization
- I have sponsored a woman/other underrepresented person in my organization helping them advance in their career

15. How familiar are you with the male ally group/community within your organization?

- Extremely familiar
- Very familiar
- Somewhat familiar
- Not very familiar
- Not at all familiar

16. Overall, how impactful do you believe this program has been in helping men become stronger allies for women within your organization?

- Extremely impactful
- Very impactful
- Somewhat impactful
- Not very impactful
- Not at all impactful
- Not familiar with the program

17. Why did you answer that way? _____

18. Are you currently involved in the male ally community at your organization?

- Yes
- No

19. If you answered "no" above, for what reason(s) are you not involved in the male ally community at your organization?

20. If you answered "yes" above and are involved with the male ally community at your organization, what is/was your primary motivation for your involvement?
- a. Personal reason
 - b. Professional reason
 - c. Both personal and professional reasons

WOMEN ONLY – Q21 to Q28

21. How familiar are you with women's Employee Resource Group (ERGs) within your organization?
- a. Extremely familiar
 - b. Very familiar
 - c. Somewhat familiar
 - d. Not very familiar
 - e. Not at all familiar
22. Overall, how impactful do you believe this program has been in helping men become stronger allies for women within your organization?
- a. Extremely impactful
 - b. Very impactful
 - c. Somewhat impactful
 - d. Not very impactful
 - e. Not at all impactful
 - f. Not familiar with the program
23. Why did you answer that way? _____
24. Are you currently involved in a women's Employee Resource Group (ERGs) at your organization?
- a. Yes
 - b. No
25. If you answered "no" above, for what reason(s) are you not involved in a women's Employee Resource Group (ERGs) at your organization?
26. If you answered "yes" above and are involved with a women's Employee Resource Group (ERGs) at your organization, what is/was your primary motivation for your involvement?
- a. Personal reason
 - b. Professional reason
 - c. Both personal and professional reasons
27. If your company has an organized male ally community, how impactful do you believe it is in helping men become stronger allies for women??

- a. Extremely impactful
- b. Very impactful
- c. Somewhat impactful
- d. Not very impactful
- e. Not at all impactful
- f. Not familiar with the program

28. Why did you answer that way? _____

29. Do you have a story within the past year of a man being an advocate for a woman in your organization that you would be willing to share?

- a. Yes
- b. No

30. If you answered "yes" above, can you tell us about that situation? (Please include details such as: one-time situation or recurring incident, levels and roles of those involved, etc.)

31. Do you have a story within the past year of a man not being an advocate for or devaluing another woman in your organization that you would be willing to share?

- a. Yes
- b. No

32. If you answered "yes" above, can you tell us about that situation? (Please include details such as: one-time situation or recurring incident, levels and roles of those involved, etc.)

33. Finally, what is the one thing that leadership at your organization could do to better support men advocating for women? _____

CLASSIFICATION QUESTIONS

The following questions are asked only to group your answers with those of others like you from other organizations.

34. Which of the following categories best represents your age?

- Under 25 years of age
- 25-35
- 36-45
- 46-55
- 56-64
- 65 years of age or older
- PREFER NOT TO SHARE

35. How long have you been with your current organization?

- Less than 1 year
- 1-2 years
- 3-5 years
- 6-10 years
- 11-15 years
- More than 15 years

36. Which of the following best describes your level/position within the organization?

- Entry level
- Manager
- Senior Manager/Director
- Vice President
- Senior Vice President
- C-Suite

37. Which of the following categories best describes the industry of your organization?

- Asset Management and Institutional Investors
- Banking and Consumer Finance
- Consumer Packaged Goods
- Energy, Utilities, and Basic Materials
- Engineering and Industrial Manufacturing
- Food and Beverage Distribution
- Food and Beverage Manufacturing
- Healthcare Systems and Services
- Insurance
- IT Services and Telecom
- Media and Entertainment
- Oil and Gas
- Pharmaceutical and Medical Products
- Professional and Information Services
- Public and Social Sector
- Restaurants
- Retail
- Tech Hardware
- Tech Software
- Transportation, Logistics and Infrastructure

38. Which of the following categories best describes your ethnic background?

- Native American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander

- White/Caucasian
- Biracial
- Two or more races
- Unknown
- Other/Prefer to self-describe
- PREFER NOT TO SHARE

39. Which of the following best describes your marital status?

- Single/Never Married
- Married, or in a domestic partnership
- Widowed
- Separated
- Divorced
- PREFER NOT TO SHARE

40. Do you consider yourself to be:

- Heterosexual or straight
- Gay
- Lesbian
- Bisexual
- Transgender
- Not listed above
- PREFER NOT TO SHARE

41. Do you have or are you a caregiver to children? If yes, please indicate the gender..

- YES, HAVE CHILDREN
 - i. Daughter(s)
 - ii. Son(s)
 - iii. Child(ren) who identify differently than binary male/female
- NO, NO CHILDREN – SKIP TO Q43

42. Just to check, are any of these children under 18 years of age or younger?

- Yes
- No

43. Please enter your e-mail here if you are interested in entering your name for the drawing for a seat to the 2022 IWL Women's Leadership Conference on June 8-9.

e-mail: _____

Thank you for taking the time to complete this survey. Your input is extremely valuable. The results will be shared at the 2022 IWL Women's Leadership Conference on June 9, 2022 and will also be made available on the IWL website at iwlfoundation.org.