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Male Allyship Toolkit

*Best practices and resources for supporting women
leaders in global health*

*Diversity drives innovation – when we limit who can contribute, we in turn
limit what problems we can solve.”*

-Telle Whitney





About this toolkit

“ *Equity is saying, we’re going to help everybody succeed.*

—Participant in a qualitative research study about male allyship, 2025

This toolkit was developed by the Stanford Center for Innovation in Global Health, with support from WomenLift Health. We hope to empower men wishing to be good mentors and sponsors of women colleagues with proven tools and strategies to do so. Our recommendations are based on findings of a qualitative research study in which we interviewed global health leaders across the U.S. and Canada to learn about barriers to women’s advancement to leadership, along with effective approaches to overcoming these barriers.

Learn more



Read the publication

These recommendations are based on a 2026 publication, *Male Allyship to Advance Women's Leadership in Global Health Academia: A Qualitative Study*. Read it here.



Access resources

View a curated list of tools and resources to support male allyship.



View our male allyship web page

Learn more about our ongoing male allyship research here.



Share additional resources

Have ideas or resources to support male allyship? Submit them here to be added to our toolkit!

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RE-IMAGINING LEADERSHIP: NEW APPROACHES TO NEW CHALLENGES

Partners | Collaborators | Allies



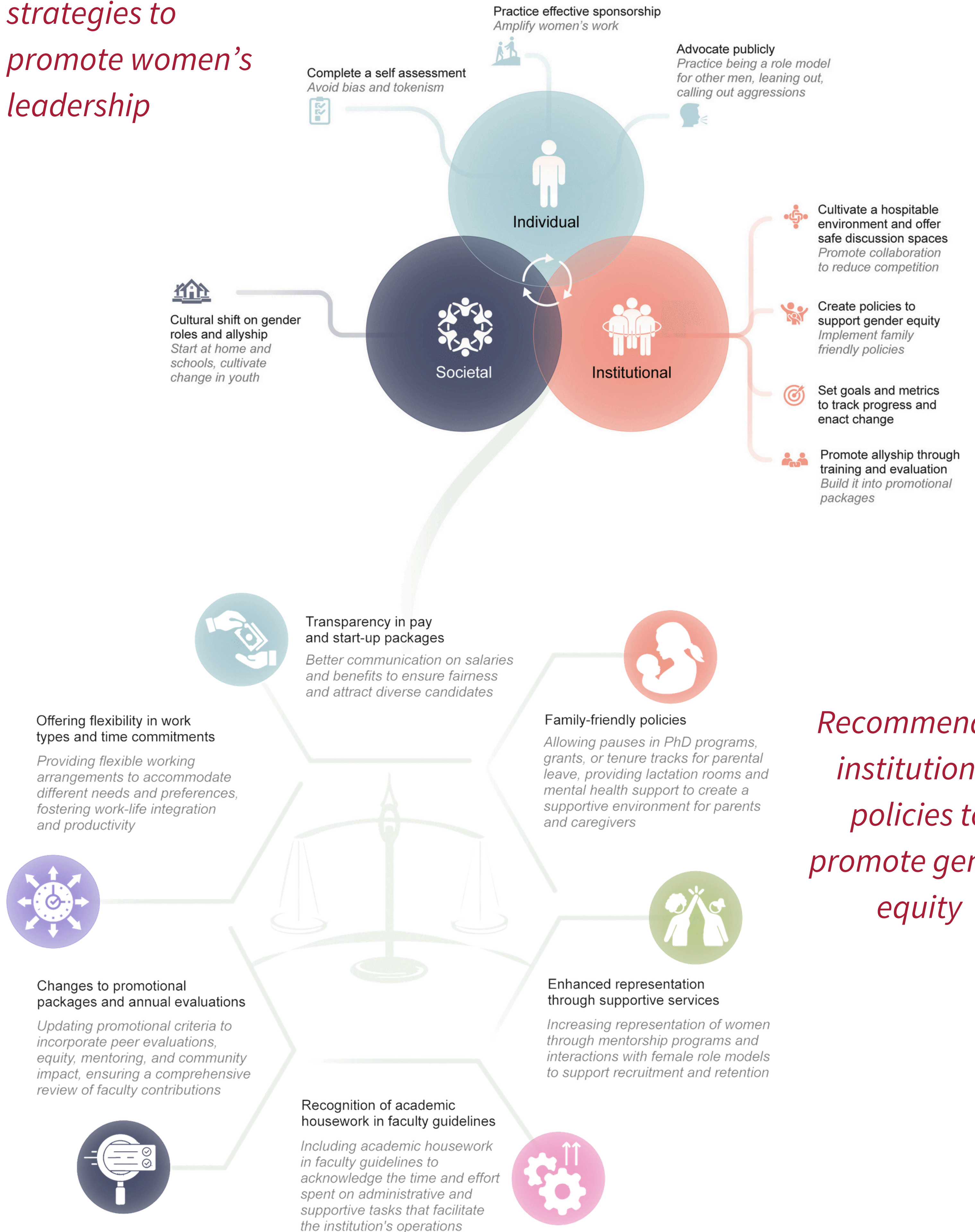
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Checklist of actions that make good mentors for women

- ✓ **Sponsor and mentor:**
Identify opportunities for visible leadership roles and provide necessary guidance for success, including clear communication on time commitment and expectations for taking on the role
- ✓ **Recognize gender dynamics:**
Explain power structures and gender dynamics in organizational and network decision-making
- ✓ **Be aware of academic housework:**
Understand what academic housework is and other unique challenges faced by women
- ✓ **Bias-free recommendations:**
Avoid gender bias in reference and recommendation writing
- ✓ **Holistic mentorship:**
Engage in a relationship encompassing the professional and personal realms
- ✓ **Reciprocal relationship:**
Approach mentoring as a two-way, constructive relationship, providing consistent feedback, advice, and a listening ear
- ✓ **Transparency and guidance:**
Provide clear guidance on negotiating pay, benefits, startup packages, e.g. sharing own hire letter
- ✓ **Professional development:**
Share opportunities for professional development and skill building. Consider leaning out from an opportunity and offering it to a mentee
- ✓ **Preparation for reviews:**
Help mentees with annual evaluations, promotion reviews, job talks by reviewing CV and conducting mock interviews
- ✓ **Encourage voice:**
Recognize there are behavioral differences in communications between men and women, pushing women to speak up and project, promote themselves, and engage publicly
- ✓ **Belief in potential:**
Instill confidence in mentees/address self-doubt
- ✓ **Priority setting and career planning:**
Assist with priorities, career moves, and creating a professional roadmap
- ✓ **Inclusive collaboration:**
Encourage male mentees to support and collaborate with women
- ✓ **Avoid Menels:**
Consider refusing to participate in panels or conferences with only men involved
- ✓ **Role model caregiving:**
Advise on work-life integration and be visible and vocal about caregiving responsibilities.

Male allyship strategies to promote women's leadership



Recommended institutional policies to promote gender equity