

A L L Y B I N G O

We are glad that men are talking about supporting women in tech. But GHC is already full of women! Being an ally means confronting oppressive behavior *when you're around people in the majority group*, not explaining to a bunch of women how *totally* not sexist you are, and how your company has changed (we're looking at you, GoDaddy, and your multi-billion-dollar IPO aspirations). With that, we present to you many of the things you are about to hear in this panel, because we've heard it all before. BINGO TIME!

Name drops Sheryl Sandberg	"That would never happen in my company"	Calls a woman articulate	Refers to a feminist as aggressive / angry / offputting	Blames "awkward geeks" for abusive behavior in tech
Wearables. Women like wearing things, right?	"Ask any woman I know, she'll tell you I'm a feminist"	Teaches girls to code but won't mentor women	Quotes woman he has power over in the workplace	Ignorant of employment equity legislation
Corporate redemption narrative	Wants a cookie for basic decency	~~PIPELINE~~	"I asked a woman and she agreed with me"	Asserts other man's heart is in the right place
"I am related to a woman" / Saw the light after birth of daughter	"If GoDaddy can change, anyone can"	Says feminist activism scares women away from tech	My mother taught me to respect women	"I've believed in women's rights my whole life"
"We're all in this together"	"Men's voices need to be heard too"	Quotes MLK, gets meaning reversed	"I consider myself an equalist / humanist"	Lean In

During the Q&A session, here are some suggestions for questions to ask of these dudes:

- Have you conducted a pay equity audit, and if so, what were the results?
- How do your rates of promotion compare between women and men?
- Which efforts to reduce sexism at your company target men's behavior?
- What programs specific to retaining women do you have in place at your company?

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