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Politics of Belonging: Men as Allies in the Meaningful Inclusion of Women in the Security Sector

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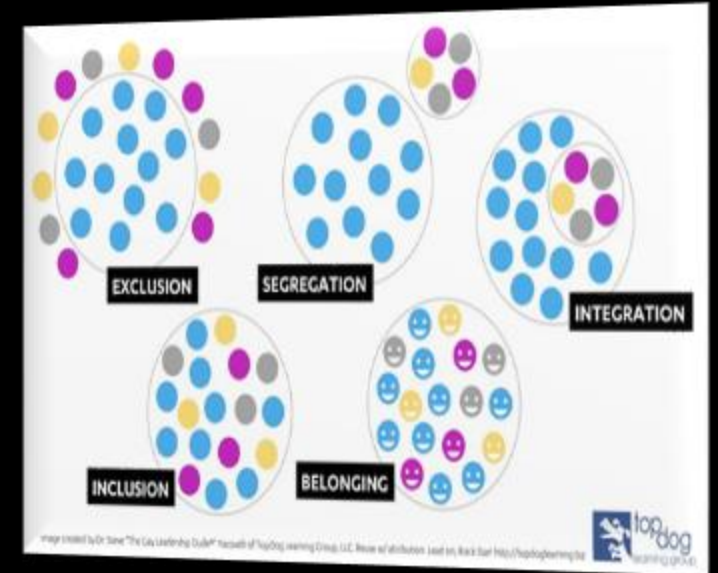
Politics of Belonging

Men as Allies in the Meaningful Inclusion of Women in the Security Sector

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CULTURE, SOCIAL COSTS, BELONGING



CULTURE: INSTRUMENT OF GROUP CONTROL

LEADERSHIP: SHAPES CULTURE

DYAD: CULTURAL MODEL AND SETTINGS

INTEGRATION: WOMEN ADAPT TO SYSTEM

INCLUSION: SYSTEM ADAPTS TO WOMEN

BELONGING: EMOTION BORN IN

SECURITY & SUPPORT

**MEN CAN INTRODUCE NEUTRALITY TO
GENDER ALLYSHIP; RISK SOCIAL COSTS**

BE-KNOW-DO OF ALLYSHIP

BE VISIBLE

REACTIVE & PROACTIVE ALLYSHIP

VISIBLE ALLYSHIP

INFLUENCE TO ADVOCATE

VOICE TO AMPLIFY

TIME TO SUPPORT

COURAGE TO UPSTAND

Not the Ally, the Otherized

BE
CHARACTER

ALLY

DO
ACHIEVE

KNOW
COMPETENCE

KNOW YOUR BIASES, TEAM, CONCERNS

& HOW TO ALLY

BIASES: HOSTILE & BENEVOLENT SEXISM

TEAM: SAFETY & WELFARE

CONCERNS: ASSAULT & VIOLENCE

HOW TO ALLY: BE-KNOW-DO

Do IT-NOW

PROMOTE WOMEN LEADERS

SYSTEMATIZE DIVERSITY & INCLUSION

INSTITUTE PERFORMANCE SCAFFOLDING