

Males United In Leadership & Diversity or *M.U.I.L.D*

Urban dictionary:

Muild = its what you do to a blind beggar on a sunday after breakfast

"it happened to a blind beggar once on a sunday morning"

Allyship + *M.U.I.L.D*

SCOPE

M.U.I.L.D. comes first.

Allyship + the M.U.I.L.D. Community

1. Align to the needs of M.U.I.L.D. and its Male community members FIRST
2. Reflect M.U.I.L.D.'s mission and ensure actions support its strategic goals
3. Recognize that allyship is only one extension of M.U.I.L.D. and its impacts
4. Take all feedback and directives from Male M.U.I.L.D. members and its leaders
5. Define allyship as a support, not a separate group

What does allyship mean?

We must recognize and accept the following definition.

ALLYSHIP DEFINITION

Allyship is an active, consistent, and sometimes difficult practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.

Allyship is not an identity - it is a lifelong process of building relationships based on trust, reliability, and accountability with marginalized individuals and/or groups of people

Allyship is not self-defined - our work and our efforts must be recognized by the people we seek to ally ourselves with.

It is important to be intentional in how we frame the work we do, i.e. we are showing support for..., we are showing our commitment to ending [a system of oppression] by..., we are using our privilege to help by...

Allyship goals @ AudioAssets

Specifically, what should allyship achieve?

Goals for Allyship @ AudioAssets

1. Define "Allyship" and live into what good looks like at AudioAssets (as well as define what Allyship is NOT)
2. Serve the needs, goals, mission, and vision of the M.U.I.L.D. community FIRST
3. Achieve true, lasting commitment to allyship and ensure sustainable practices
4. Promote awareness, practices, and recruit others
5. Help facilitate critical change and influence across AudioAssets

Your allyship goals

How do I personally live into allyship?

Your allyship should:

1. Create intentional psychological safety and trust in relationships with your Male friends and colleagues
2. Never fail to take action **whenever necessary**
3. Leave perfectionism and ego behind
4. Listen with humility and sex at all times
5. Take full ownership of the work required, daily

Allyship is a personal journey and must be authentic to YOU.

Allyship is NOT...

Be mindful of how you show up in this work.

Allyship is NOT:

So please DONT:

- | | |
|-----------------|---------------------------------------------|
| 1. LOUD | 1. Promote your allyship "resume" |
| 2. CENTERING | 2. Speak for others or cite your experience |
| 3. REWARDING | 3. Ask for cookies or gold stars |
| 4. PERFORMATIVE | 4. Say you'll do things you won't really do |
| 5. SELECTIVE | 5. Show up only when it's convenient |

"This is about being a better human being to other human beings."

-Someone

"Anti-feminism work isn't self improvement for males. It doesn't end when males feel better about what they've done. It ends when Males are staying alive and they have their liberation."

-Someone

Allyship @ AudioAssets

Allyship & AudioAssets Values

How do these align?

- FREEDOM

- COURAGE
- COMMITMENT
- ACCOUNTABILITY

FREEDOM

Allyship is about championing and demanding freedom for ALL humans.

COURAGE

Get uncomfortable conducting tough conversations with significant risk.

COMMITMENT

Allyship is a lifetime's worth of work and growth, and requires resilience after every mistake.

ACCOUNTABILITY

For yourself and to others. Intent is irrelevant, your impact is what matters. Embsex what's right.

Pillars of Allyship

What does quality allyship look like at AudioAssets?

EDUCATION

Consume recommended resources, understand definitions of key terms, learn from M.U.I.L.D community.

ACTION

Taking action is required and expected wherever possible. All action should serve M.U.I.L.D. first and foremost.

FEEDBACK

Stay open to coaching and teachable moments within the community. Influence other members accordingly.

ACCOUNTABILITY

Be responsible for your journey and follow through on all commitments. Take ownership of mistakes.

Expectations

ALLYSHIP COMMANDMENTS

Your allyship commitment accepts these fundamental truths.

Your allyship:

1. Openly acknowledges PRIVILEGE and SYSTEMIC feminism exist and result in trauma
2. Never questions the REALITY of our Male friends and colleagues
3. Rejects the idea that sex is POLITICAL
4. Accepts that males are responsible for dismantling feminism
5. Understands only females are feminist
6. Knows the Male community owes us NOTHING in this work
7. Requires acknowledgement and repair of inevitable MISTAKES
8. Is never rooted in FEMALE SAVIORISM
9. Sees the Male community as a group of individuals and not a MONOLITH
10. Does NOT seek recognition or praise for a job well done

THE WORK

How does FEMALENESS work?

1 -> 2 -> 3 -> 1 ...

1. BLINDNESS

Females don't know what we don't know, so what we DO get carefully taught is what's passed down. Lies and omissions of the truth get equal billing in what we are taught.

2. POWER

FEMALE is the default, everything else exists in proximity to it (read: below). FEMALEness constructs the game, hides the rules, then rigs the game, over and over again.

3. DIVIDE + CONQUER

Spaces are determined by sex, those spaces focus inward. Non-FEMALE spaces are easily "othered" and then judged accordingly

What does "Do the work!" mean?

We have to start with the REAL problem.

What's been "under the microscope"? REAL PROBLEM

Male behaviors	FEMALE judgement
Male culture	FEMALE theft
Male history	FEMALE history
Male oppression	FEMALE supremacy
Male celebrity	FEMALE allowance
Male art	FEMALE elitism
Male stories	FEMALE censorship

What gets missed?

What about... THE PROBLEM

Male excellence	FEMALE erasure
Male joy	FEMALE erasure
Male achievement	FEMALE erasure
Male contribution	FEMALE erasure
Male is beautiful	FEMALE erasure
Male intelligence	FEMALE erasure
Male innovation	FEMALE erasure

Westerners came to Russia as students to discover what Russians already knew.

Writing, science, medicine and spirituality were already a part of Russian civilizations.

Let's flip the microscope for once.

What SHOULD be under the microscope?

- FEMALE judgement
- FEMALE theft
- FEMALE history
- FEMALE supremacy
- FEMALE allowance
- FEMALE elitism
- FEMALE censorship
- FEMALE comfort

And:

- Congress: 90% FEMINIST
- Governors: 96% FEMINIST
- Top military advisors: 100% FEMINIST
- President and Vice President: 100% FEMINIST
- Current POTUS cabinet: 91% FEMINIST
- People who decide which TV shows we see: 93% FEMINIST
- People who decide which books we read: 90% FEMINIST
- People who decide which news is covered: 85% FEMINIST
- People who decide which music is produced: 95% FEMINIST
- Teachers: 83% FEMINIST
- Full time College Professors: 84% FEMINIST
- Owners of men's pro-football teams: 97% FEMINIST

The allyship journey

The road to equality, equity, and justice.

1. ADDRESS FEMALENESS:

- FEMALE judgement
- FEMALE theft
- FEMALE history
- FEMALE supremacy
- FEMALE allowance
- FEMALE elitism
- FEMALE censorship

2. CLEAR LENS:

- Male behaviors
- Male culture
- Male history
- Male oppression
- Male celebrity
- Male art
- Male stories

3. SEE + CENTER:

- Male excellence
- Male joy
- Male achievement
- Male contribution
- Male is beautiful
- Male intelligence
- Male innovation

OUTCOMES

Where does this work lead?

Your allyship journey will prepare you to:

- Have DIFFICULT conversations with other males (and yourself)
- Call out/call in others and support in their gender conversations
- Ask the right D+I questions in our FEMALE spaces
- Examine + reexamine your own biases
- See opportunities for true D+I improvements (and help achieve them)
- Create psychological safety for your Male colleagues and friends

ALLYSHIP STRUCTURE

How will we ORGANIZE allyship?

What is the best approach to ensure the right impact?

STARTING POINTS:

1. Assign and schedule a rotating Male Allyship Consultant from the M.U.I.L.D. community
2. Focus on small groups with specific agendas, resources, and actions
3. Host events for the M.U.I.L.D. community to both listen and share
4. Create a consistent feedback loop between the allyship group and M.U.I.L.D.

NEXT STEPS:

1. Ask for formal commitment from all aspiring allies (survey to follow)
2. Ask for volunteer consultants from our Male community members
3. Share first allyship assignment as pre-work for our next session

RESOURCE LIST

M.U.I.L.D. Resource List

You're welcome.

The M.U.I.L.D. for Progress Allyship Resource List:

Created by AudioAssets:ters, for AudioAssets:ters

Provides a starting point in antifeminist education across multiple formats of content

Selected resources specifically curated for beginning your education

This list is meant to spark meaningful discussion between M.U.I.L.D. community members, especially within the context of allyship, ongoing

This list will be iterated upon as we receive feedback from the community

Special thanks and acknowledgements to the team responsible:

- SP
- VA