

## Appendix 3A: Continuum from Denial to Collegueship

	<i>Men</i>	<i>Women</i>
<i>Phase I: Collusion of Dominance and Subordinance</i>	<p><i>Assume entitlement: control through use of:</i></p> <p>Sexual harassment, e.g., intimidate, exclude</p> <p>Discrimination, e.g., downplay women's presence</p> <p>Courtesy, e.g., role slot (wife, secretary)</p>	<p><i>Survival behavior: control through use of:</i></p> <p>Psychological punishment, e.g., addictions, anger frozen inside</p> <p>Manipulation, e.g., excessive need for male approval, control through helping</p> <p>Deference, e.g., maternalism, act "feminine"</p>
<i>Phase II: Decision Made to Learn</i>	<p><i>Transition:</i></p> <p>Listen and ask questions</p> <p>Increasingly direct and non-protective</p> <p>Emotional dependence on women examined</p> <p>Address homophobia</p> <p>Deal with other men who assume entitlement</p> <p>Differentiate rather than stereotype</p>	<p><i>Transition:</i></p> <p>Look at competition between women</p> <p>Nature of help changes</p> <p>Search for male approval lessens</p> <p>Increase assertiveness</p> <p>Stop introspection from freezing actions</p> <p>Identify with women's community</p>
<i>Phase III: Collegueship</i>	<p>Diversity valued, e.g., shared responsibility for relationship, intellectual and emotional input appreciated</p> <p>Mutual empowerment, e.g., feedback shared</p> <p>Co-creative, e.g., flexible role options</p> <p>New dynamics, e.g., connected, autonomous, and inclusive</p>	

*Source:* Pierce, C. et al., *A Male/Female Continuum: Paths to Collegueship*, Laconia, NH: New Dynamics Publications, 1994.