

# Building Better Together: Allyship

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# Getting Started

Appreciate the connection of being on camera.

Stay muted until confirmed to unmute.

The chat box is enabled.

Grow interaction.

# Guidelines for Dialogue



Sharing and feedback is a gift. Look for common ground and acknowledge the uniqueness of each person's experience.



Speak for yourself and use "I" statements.



Participate and provide perspective.

- Our primary commitment is to learn from each other. We acknowledge differences in backgrounds, skills, interests, values, scholarly aspirations, and experience.
- Be open and listen to others. When you disagree, try not to rush to judgment. Please ask clarifying questions.

# Guidelines for Dialogue

- Search for your own assumptions and emotions. Speak your discomfort.
- We will trust that people are doing the best they can.
- Face and share your own emotions. Own feeling happy, sad, uncomfortable, or empowered. Refrain from “putdowns”, hostile, or offensive language.
- We each have an obligation to actively combat the myths and stereotypes about our own groups and other groups so that we can break down the walls that prohibit individual development, group progress and cooperation plus group gain.
- Share briefly to allow space for all voices and perspectives to be heard.

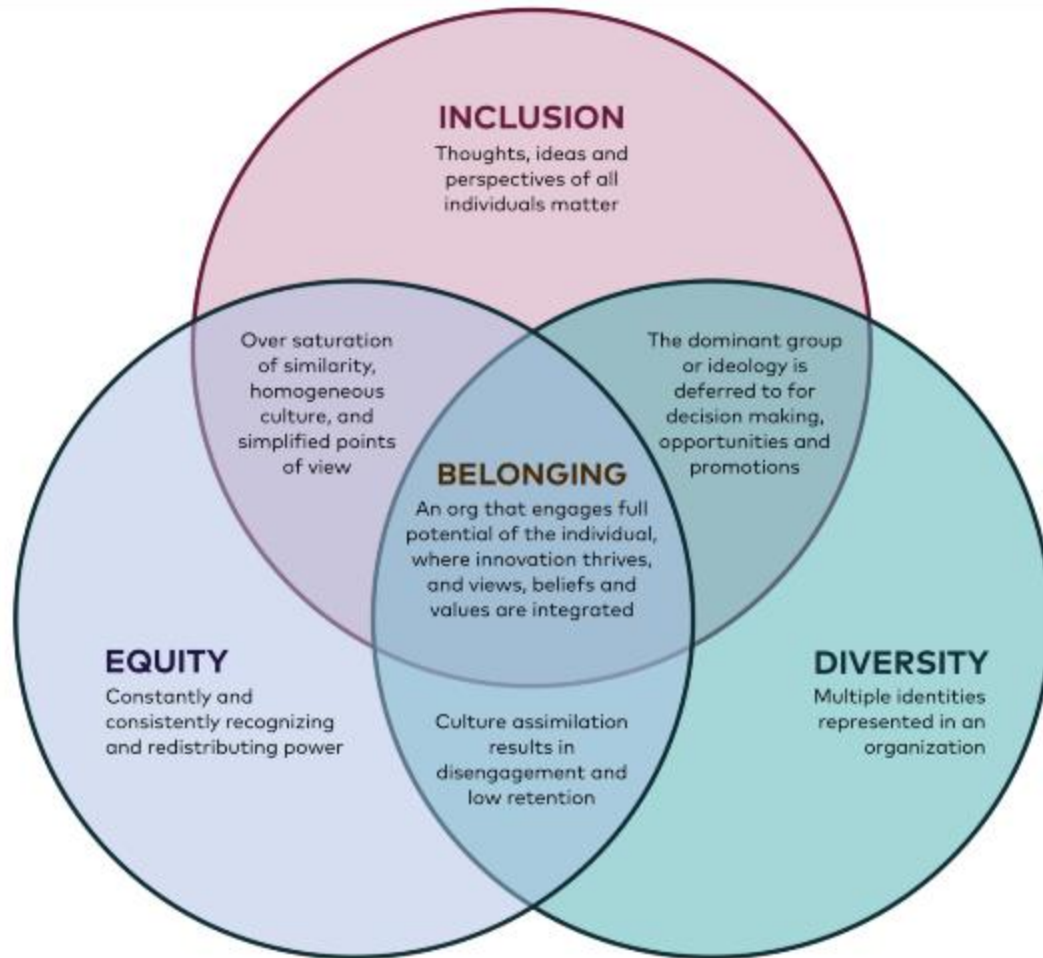
***I understand that I  
will never  
understand.  
However, I stand***



<https://www.diversityresources.com/diversity-calendar/>



# Diversity, Equity and Inclusion Defined



## Diversity

Multiple identities represented in an organization

## Equity

Constantly and consistently recognizing and redistributing power

## Inclusion

Thoughts, ideas, and perspectives of all individuals matter

# Build Community

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Cultural Awareness

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Cultural Competence

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Cultural Humility

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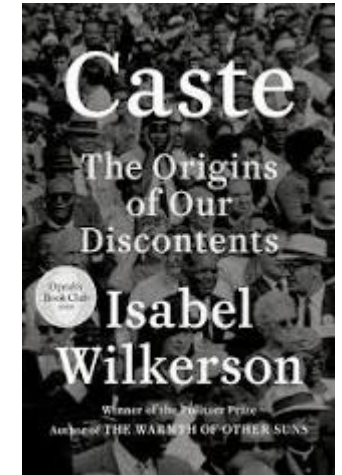
Cultural Intelligence

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Multicultural Marketing

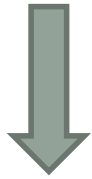
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Inclusive Communications and Conversations



# The Importance of Culture

- Cultural Awareness



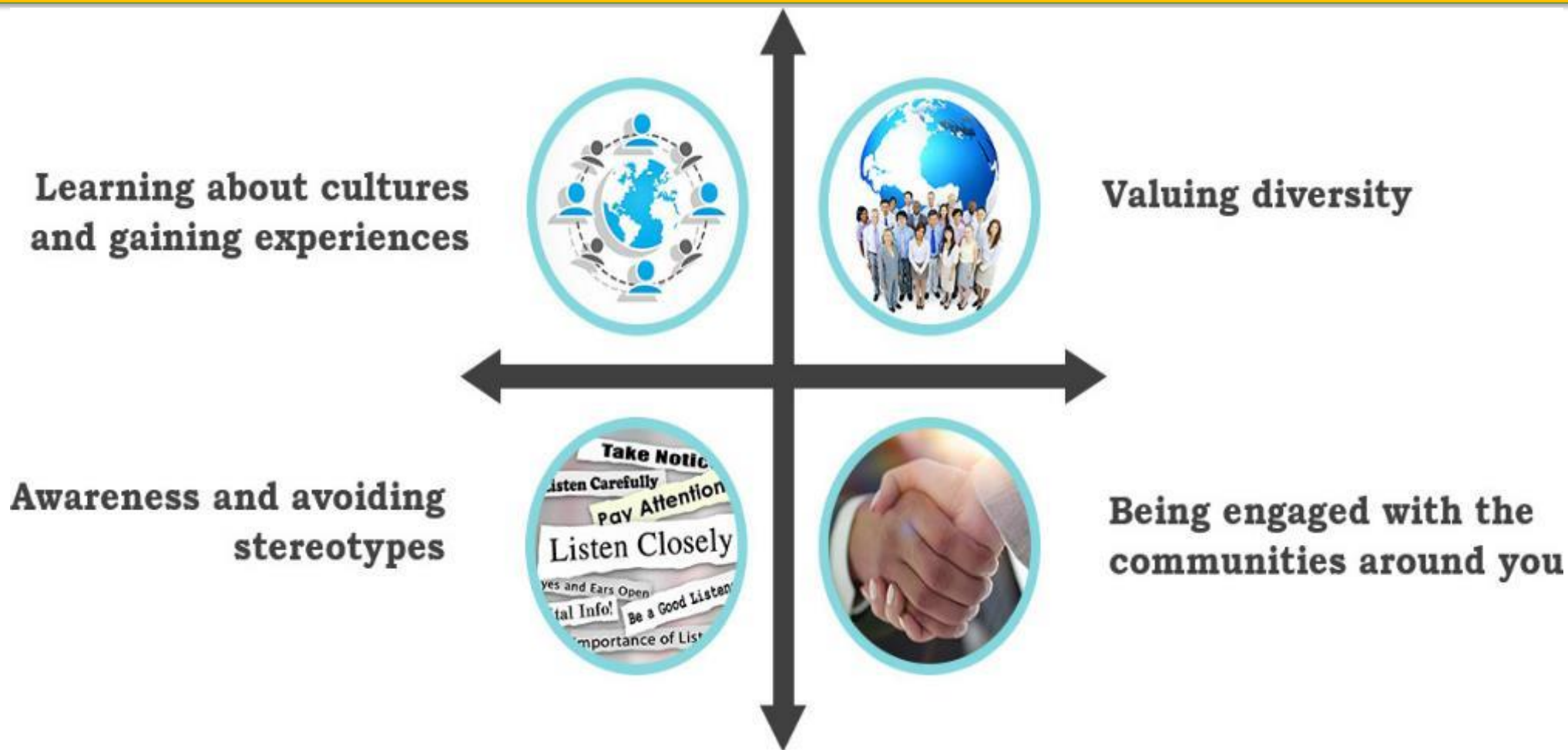
- Cultural Intelligence



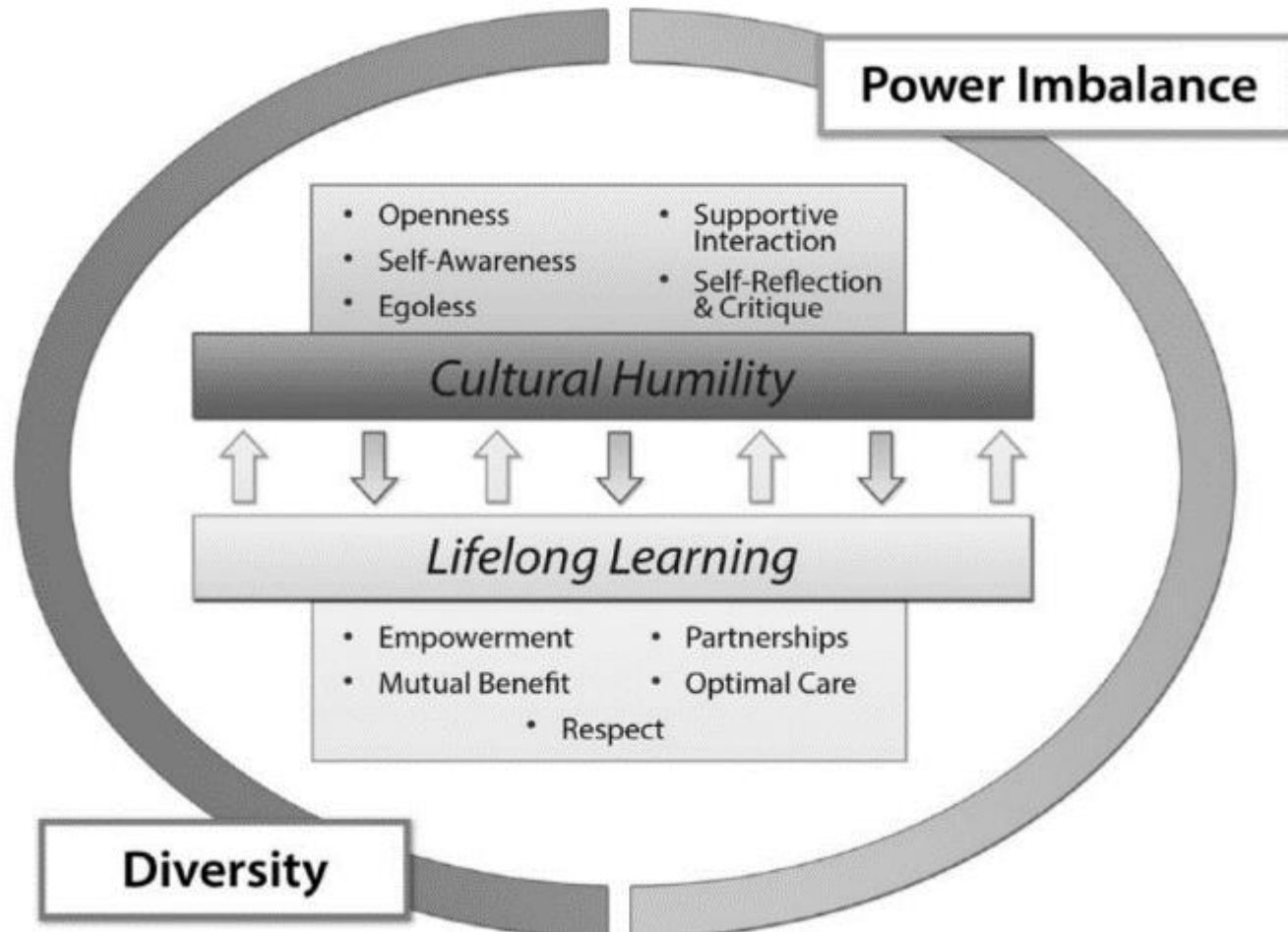
Source: Cultural Competency Program for Oral Health Professionals! The Office of Minority Health of the Department of Health and Human Services (HHS)



# Cultural Competence

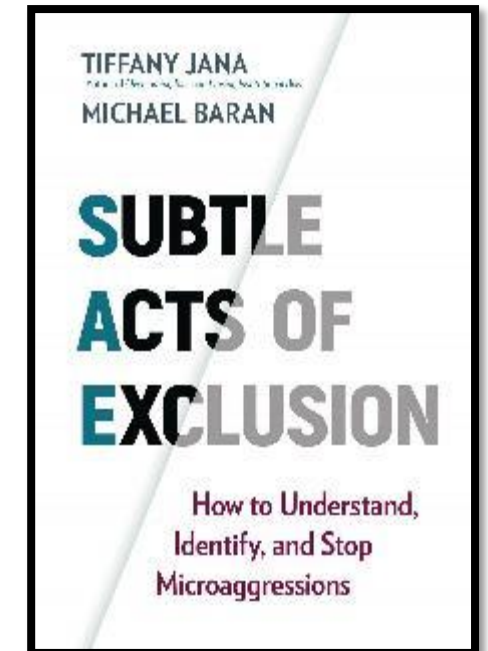


# Cultural Humility



# Acts of Exclusion

- microaggressions
- verbal attacks
- « ...ist » rants
- bias
- prejudice
- stereotypes
- discrimination
- power
- privilege
- ...and more



# Allyship

Supportive association with another person or group.

A lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.

Not self-defined work and efforts must be recognized by those you are seeking to ally with.



# Allyship

## Allyship. The Do's

- ✓ **Do** be aware of your implicit biases
- ✓ **Do** your research to learn more about the history
- ✓ **Do** the inner work to acknowledge and own your privilege
- ✓ **Do** the outer work to change the oppressive systems
- ✓ **Do** use your privilege to amplify voices (digitally + in-person)
- ✓ **Do** learn how to *listen*, accept criticism, and be ok to be uncomfortable

# Allyship

## Allyship: The Don'ts

- ✓ **Do not** expect to be taught or shown
- ✓ **Do not** participate in the “Oppression Olympics”
- ✓ **Do not** behave as though you know best
- ✓ **Do not** take credit for the work of others
- ✓ **Do not** assume. Always ask

# Allyship as an Act of Inclusion

**Bystander Effect:** The greater the number of people present, the less likely people are to help a person in distress.

**Active Bystander:** Someone witnesses a situation and takes steps to speak up or step in to keep a situation from escalating or to disrupt a problematic situation.



# Allyship as an Act of Inclusion

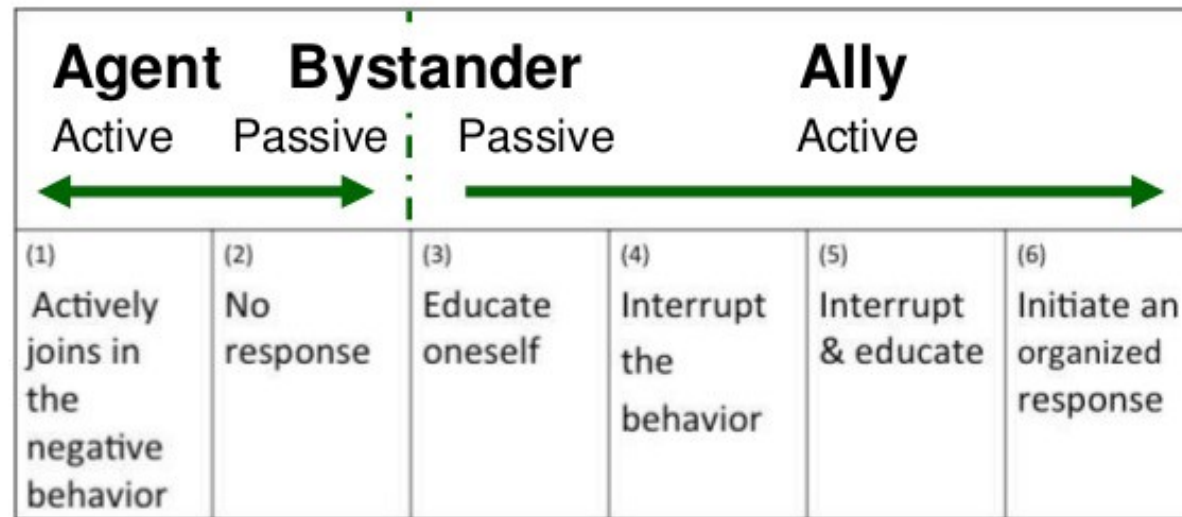


<https://www.syracuseculturalworkers.com/products/small-sticker-upstander>



# A Path to Allyship

## Bystander to Ally



Karen Bradberry, PhD

# DEI Care To Share – Breakout Rooms

- Have you experienced or witnessed an act of allyship? Was it passive or active?
- Have you experienced or witnessed a missed opportunity for allyship?



**QUESTIONS**

**???**

# Allyship as an Act of Inclusion

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Be a mentor, sponsor, champion, or advocate

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Use inclusive language as an inclusive leader

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Call in, call out, and correct behavior

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Listen to understand

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Amplify other voices

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Acknowledge, appreciate, and celebrate others

# Creating Inclusive Workplaces Through Allyship

- Embed an organizational culture of safety; the tone from the top is critical.
- Prioritize employees before profits and ensure that branding, client relationships and vendor agreements emphasize inclusion.
- Ensure accountability on teams and among leadership. One example is establishing a diverse personal advisory board that gives leaders regular feedback.



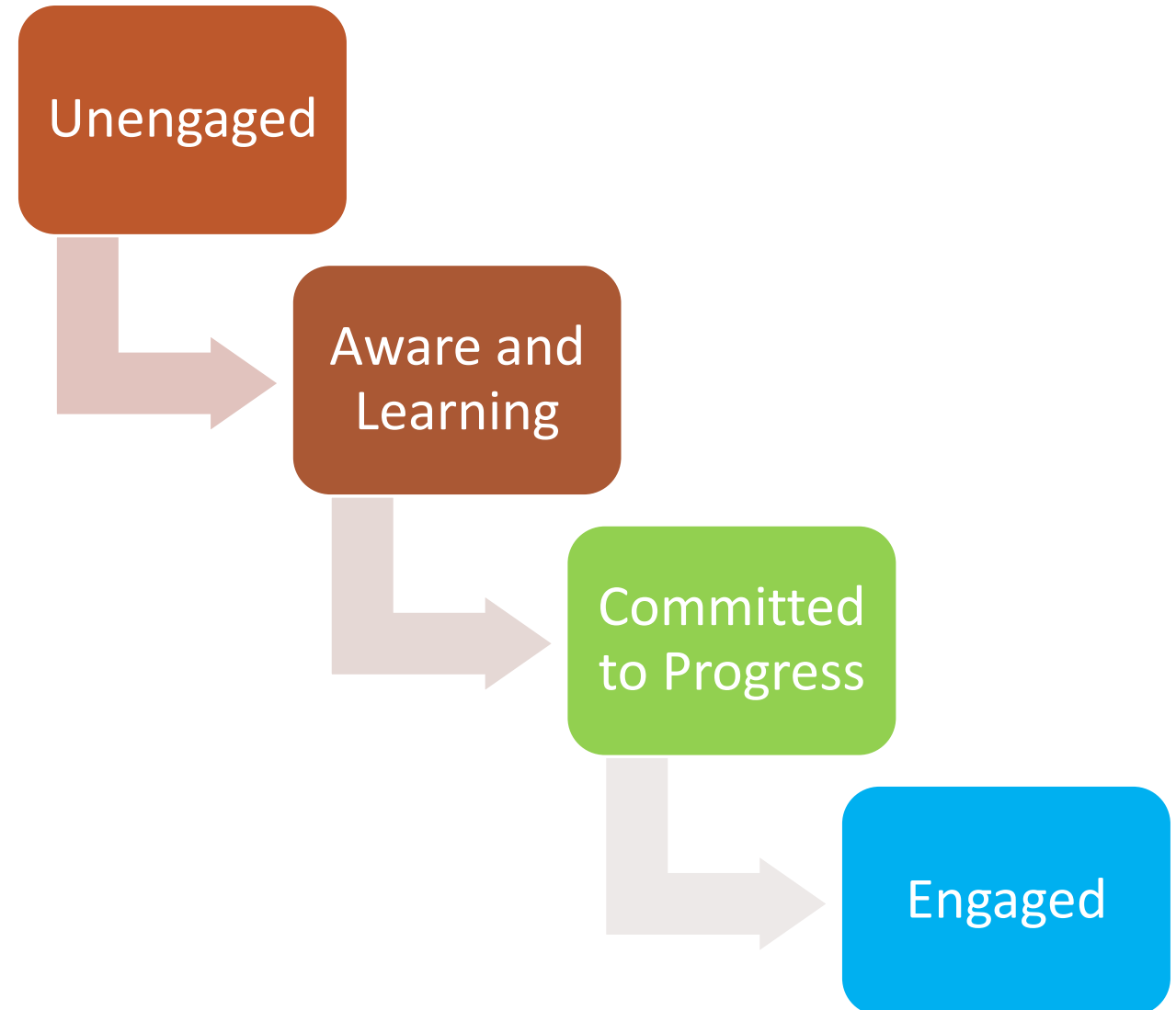
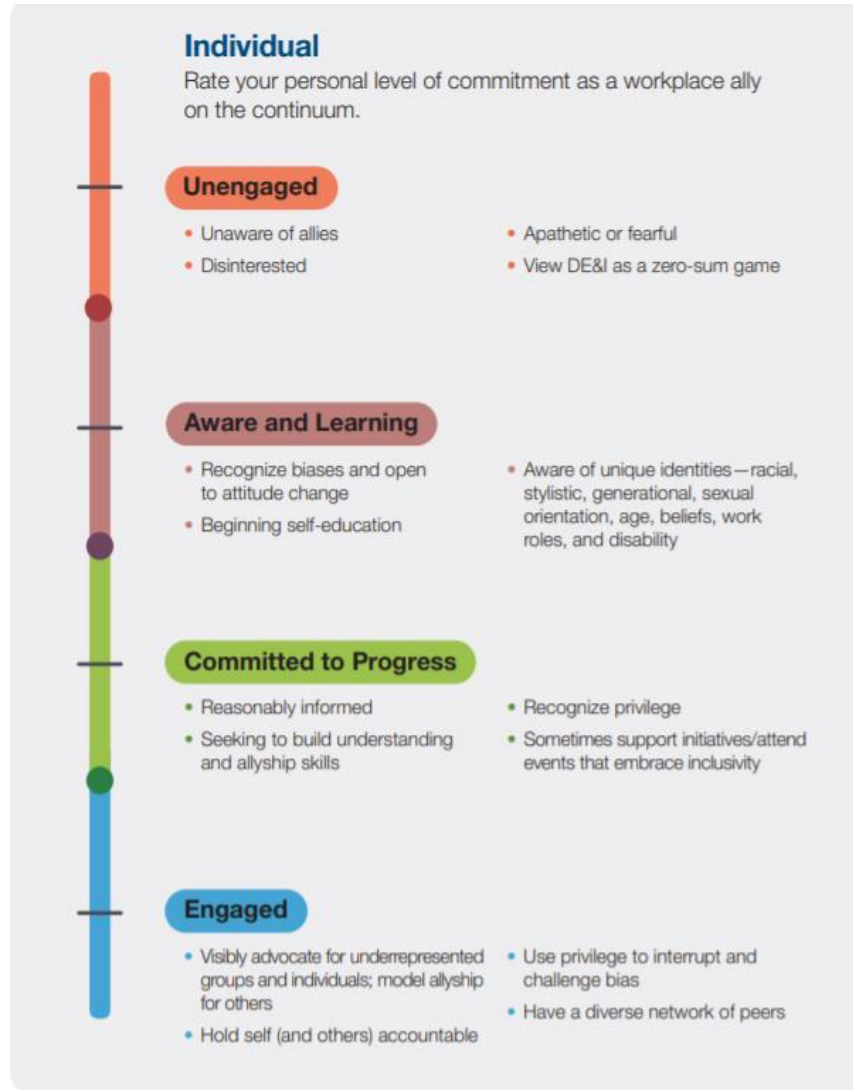
Elevating Allyship  
in the Workplace

A Curated Research Report

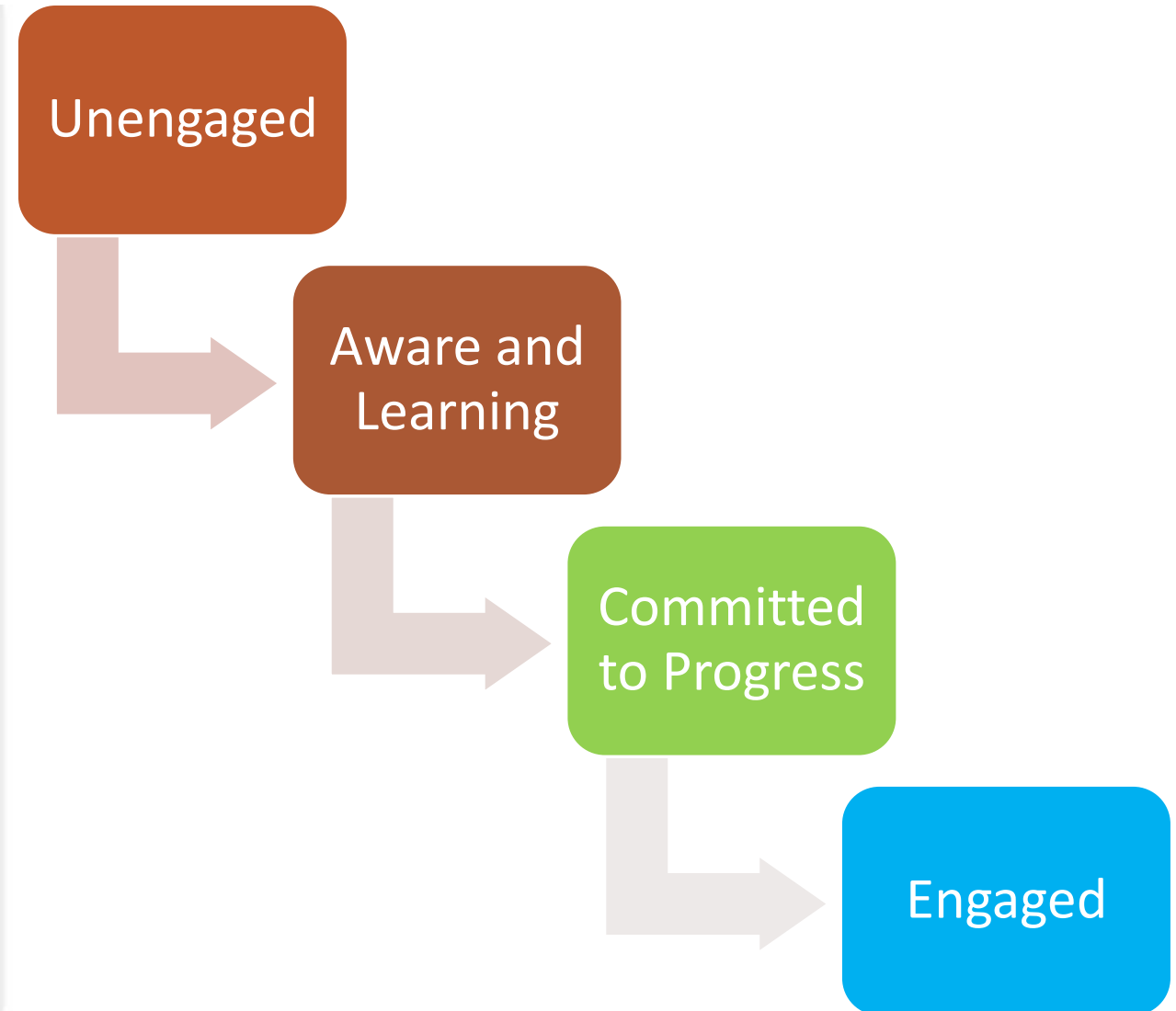
Prepared by The Center for Women and Business at Bentley University

[Allyship is Key to Creating Inclusive Workplaces \(bentley.edu\)](https://www.bentley.edu)

# Allyship: Assess Your Individual Commitment



# Allyship: Assess Your Organizational Commitment



# Scenario







## **THE CHALLENGE: OPPORTUNITIES FOR ALLYSHIP**

A team from the University of Washington meet weekly to discuss trends in the maize seeds market. The team is comprised of 9 males and 2 females. A female team member, Gloria, shares her research findings during meetings, yet they are not acknowledged. She also shares research findings through e-mail to the full team.

Q. How can any of the male team members serve as an ally for Gloria?



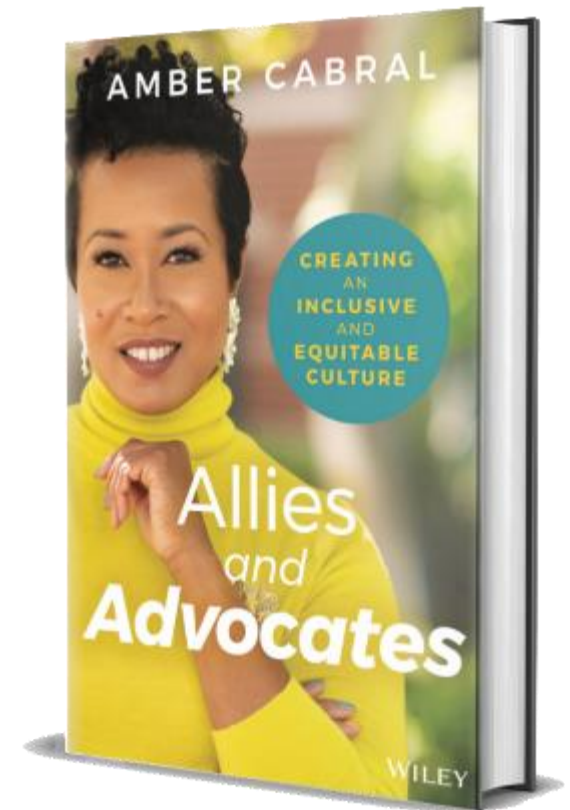
## HOW TO HANDLE IT

- Recirculate and acknowledge Gloria's findings to team members prior to weekly meetings.
- Encourage team members to ask questions of Gloria about her research presented to the team.
- Recommend rotational facilitation during meetings that will allow an equitable opportunity for Gloria to lead discussions during meetings.
- Propose agendas with time limits to ensure equitable participation among team members.
- Ask the team for contributions from anyone they have not heard from.

# Serving as Catalysts for Change

## Empathy

- I will never pretend to know how you feel, and I am here if you want to chat.
- I see you. I hear you. I support you.
- Please let me what you need from me. I am here.



Adapted from: <https://www.ambercabral.com/allies-and-advocates-creating-an-inclusive-and-equitable-culture/>

# Serving as Catalysts for Change

## Three Types of **Empathy**

**Cognitive**  
Empathy



Desire to  
**Understand**

**Emotional**  
Empathy



Desire to  
**Feel**

**Compassionate**  
Empathy



Desire to **Help &**  
**Support**

Source: Adapted from Daniel Coleman, with reference to Paul Ekman, [https://greatergood.berkeley.edu/article/item/hot\\_to\\_help](https://greatergood.berkeley.edu/article/item/hot_to_help)

# Serving as Catalysts for Change

- Take Responsibility
- Find the potential in people
- Practicing and aligning values via processes, policies, procedures.
- Step Out

*Integrity  
is choosing  
courage  
over  
comfort;*

IT'S CHOOSING WHAT'S RIGHT OVER WHAT'S FUN, FAST, OR EASY; AND IT'S PRACTICING YOUR VALUES, NOT JUST PROFESSING THEM.



Brené Brown

**QUESTIONS**

**???**


# Reflections and Takeaways

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- What is one takeaway or learning from this session that you can put into practice?

**OR**

- What is one concept used during our session today that will stay with you?



iversity is about embracing differences,  
gnizing the amazing things that are pos  
en it's woven into an organization's cult

# Resources

- Ted Talk on Allyship in the Workplace: [https://www.ted.com/talks/melinda\\_epler\\_3\\_ways\\_to\\_be\\_a\\_better\\_ally\\_in\\_the\\_workplace](https://www.ted.com/talks/melinda_epler_3_ways_to_be_a_better_ally_in_the_workplace)
- Allyship: [Unlocking the Power of Diversity](#)
- [A Guide to Allyship](#) and [Better Allies](#)
- NIH: <https://www.edi.nih.gov/blog/communities/why-allyship-important>
- McKinsey & Company: <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>
- Allies and Advocates: <https://www.ambercabral.com/allies-and-advocates-creating-an-inclusive-and-equitable-culture>



# Resources

- Podcast: [Seeing White](#)
- Article: [Pfizer](#) Impact of Microaggressions
- Article: [Racial Battle Fatigue](#)
- Book: [White Fragility](#) by Robin DiAngelo
- Book: [White Rage](#) by Carol Anderson
- Book: [Overcoming Bias](#) and [Subtle Acts of Exclusion](#) by Tiffany Jana
- Book: [Stamped from the Beginning](#) by Ibram X. Kendi
- Book: [STAMPED: Racism, Antiracism, and You](#) by Jason Reynolds and Ibram X. Kendi
- Book: [PeopleWork: The Human Touch in Workplace Safety](#) by Kevin Burns



**Thank you for Sharing!**

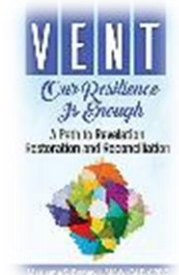
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Celebrating twenty years working within the higher education, association, and non-profit sectors as a consultancy with the mission of maximizing the talents of others and expanding organizational possibilities regarding leadership, diversity, equity, inclusion, access, plus accessibility.



*Mariama S. Boney*  
PRESIDENT & CEO

- Hails from Syracuse, NY, and lives in Virginia
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- CaPP Certified Personal/Executive Coach
- Author of several articles and resources at <https://www.achievemorellc.com/resources>
- Conference Presenter and Speaker
- Author of: ***VENT: I'm Worth It: A Journey to Refocus, Realign and Restore***, ***VENT: I'm Worth It Leadership Edition***, and ***VENT: Our Resilience Is Enough***



# Thank You For Your Participation!



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