

ALLY



Appreciate that we all have different experiences

Taking the personal initiative to learn about the cultures of underrepresented groups and the challenges they face - both now and throughout history - goes a long way in helping us better understand the people we work with.



Acknowledge your own biases

Whether we like to admit it or not, we all have unconscious biases. It's best to be aware of assumptions and perceptions, ask ourselves why we have them, and challenge ourselves to approach situations with a different perspective.



Amplify your colleagues' voices

It is important that everyone feels that their input is valued, and yet this may not always happen for a number of reasons. If you feel someone's ideas are being overlooked, consider speaking up. You can either address it at that moment if possible or afterwards privately.



Use your privilege to help

Take steps to engage colleagues who may be less vocal or visible. If you feel another person would be well-suited for a particular project, ask that they be included. Pay attention to workplace dynamics that may be exclusionary and work to change them.



Hold each other accountable

If you see someone being treated unfairly, please do something. It is all of our responsibility to address the issue in the moment and/or bring it up to the person who may not realize the hurt they may be causing.



Continue to listen and learn

We're all on a learning journey, so acknowledge when you make a mistake and avoid repeating it. If someone questions something you say, stop, listen, and do your best to understand their perspective. Part of being an ally is acknowledging misunderstandings, even if they're unintentional.



Be consistent in taking action

Being a good ally is not just another assignment or task to mark off of a "to-do-list." It requires ongoing active effort and the rewards are worth it in creating a more inclusive place for us all.