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# ACTIONABLE *ALLYSHIP*

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How individuals can help create more inclusive communities

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# GOALS FOR TODAY

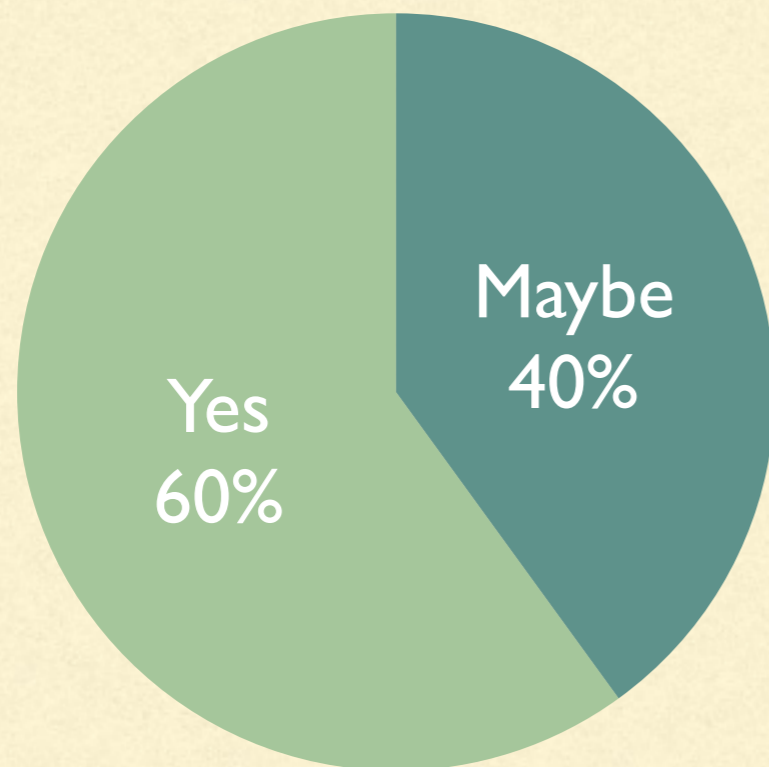
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# GOALS FOR TODAY

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I. Being to understand what being an “ally” means, so you can advocate for allyship with others

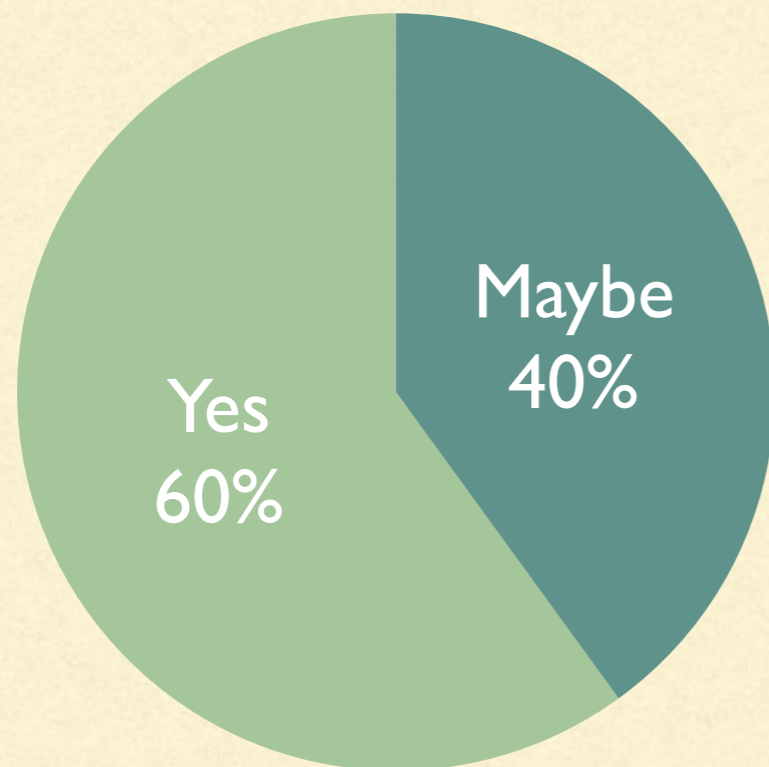


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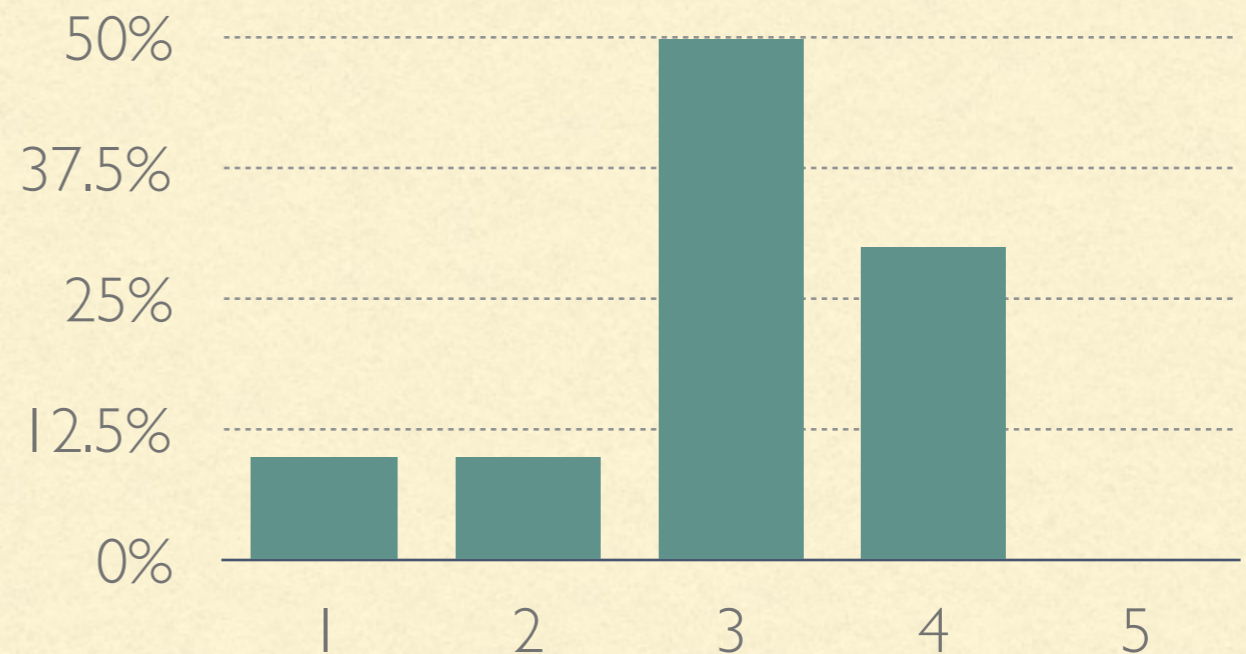
# GOALS FOR TODAY

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1. Being to understand what being an “ally” means, so you can advocate for allyship with others



2. Empower you to positively use privilege to support underrepresented colleagues and create a more equitable workplace environment



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# GROUP NORMS FOR DISCUSSION

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- **Speak up, but also listen.** If you typically hold back in discussions, challenge yourself to ask a question or share your opinion. If you usually dominate the discussion, encourage others to participate too.
  - **Speak from your own experience.** Avoid generalizations by using “I” statements and don’t expect that any one person represents an entire group.
  - **Try not to make assumptions.** Sometimes we are not able to express our ideas as clearly as we want to. If you are confused by someone’s question or statement, ask for clarification.
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# WHAT IS AN ALLY?

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- “An ally is any person that actively promotes and aspires to advance the culture of inclusion through **intentional, positive** and **conscious** efforts that benefit people as a whole.” (Sheree Atcheson, *Forbes*)
  - “Ally is a **verb**, not a title you get to claim for yourself.” (Kat Kline, *Medium*)
  - “Your privilege is the biggest benefit you can bring to the movement... **You have access** to people and places we don’t. Your actions against racism carry less risk.” (Ijeoma Oluo, *The Establishment*)
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Because **everyone** has privilege,  
**everyone** can be an ally.

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WHY IS ALLYSHIP IMPORTANT?

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- Allyship can help achieve more **equitable representation** in fields like STEM, because individuals from minority groups are being actively helped and supported by those in the majority
  - Allyship is a way to bridge the gap between **diversity** and **inclusion** and to make diverse communities more self-sustaining
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# WHERE IS ALLYSHIP IMPORTANT?

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- During casual conversations (e.g., the lunch table, social hour)
  - In work meetings and telecons
  - During Q&A sessions after talks and at conferences
  - On committees and review panels
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# BECOMING AN ALLY RECEIVED WISDOM

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- Know when and how to listen: believe others, be compassionate, don't take complaints personally
  - Educate yourself without putting the burden on marginalized individuals
  - Advocate for others, in public and in private, especially with groups that share your privilege
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# BECOMING AN ALLY IN YOUR WORDS

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- Promote their work, give credit where credit is due
  - Believe your colleagues when they share their experiences, even when (maybe *especially* when!) when it contrasts with your own experiences
  - If you want to enact structural change, make sure underrepresented colleagues are involved in decision-making
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What would ***you*** do?

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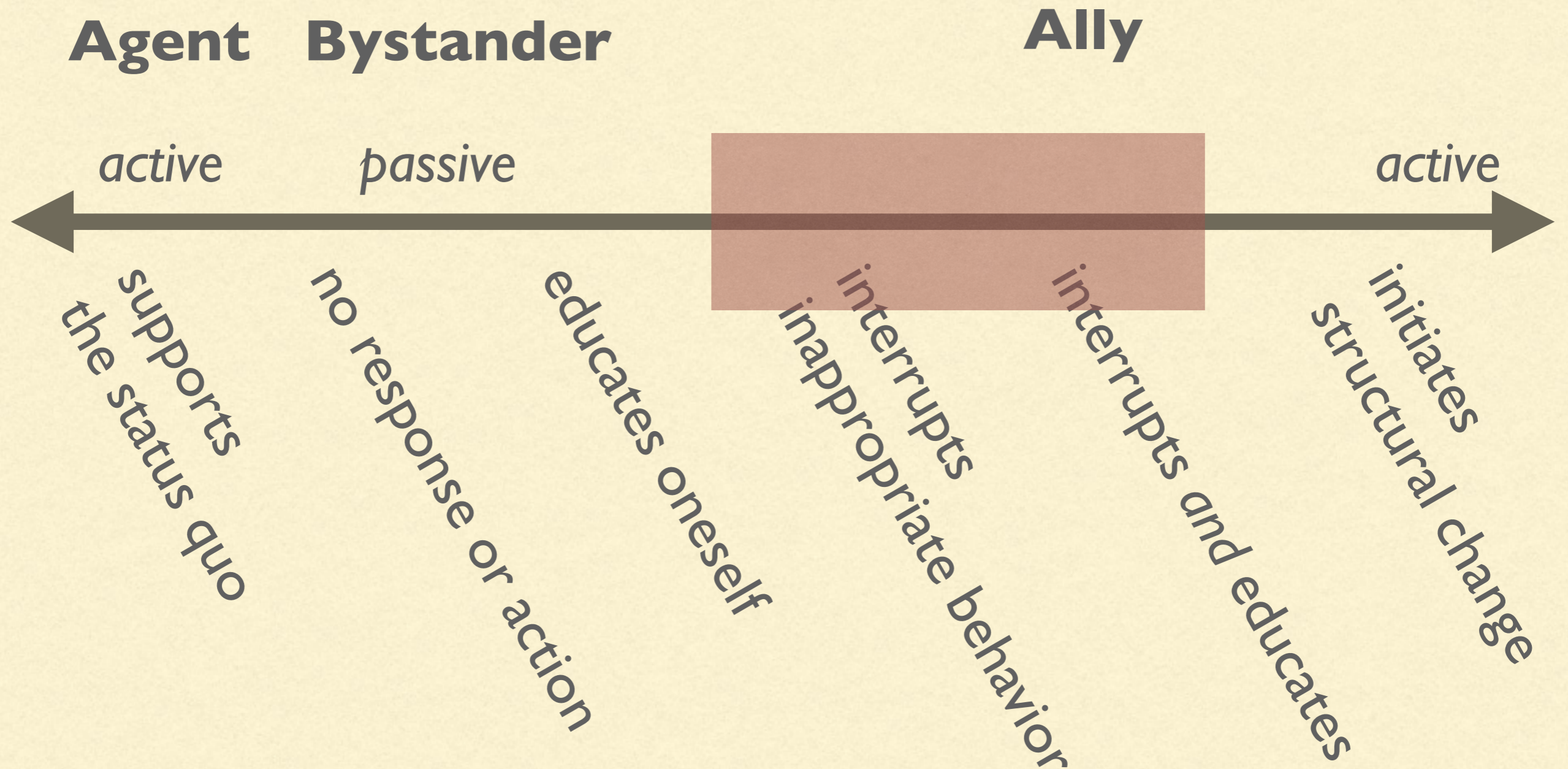
adapted from Dr. Karen Bradberry

# WRAP UP



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# WRAP UP





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# WRAP UP

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- You're going to make mistakes! It's okay: **just keep trying.**
  - Listen to a **variety of voices** to learn about the experiences of those you are trying to be an ally to
  - Allyship is an **ongoing process** of continually educating yourself and building relationships based on trust and consistency
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“Your role as an ally should be inspired by a deep sense of obligation and **connection to other human beings.**”

Marcus Simmons, *Change from Within*

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