



ALLYSHIP

Support, Amplify, and Advocate!

What is Allyship?

An ally is a member of a social group that enjoys some privilege. They work to end oppression faced by others less fortunate while understanding their own privilege. Essentially, an ally uses their power and privilege to help those who don't have power and privilege because of discrimination.

Why is Allyship Important in the Workplace?

According to recent research, employees of organizations that foster strong allyship and inclusion cultures are 50% less likely to leave, 56% more likely to improve their performance, 75% less likely to take a sick day, and up to 167% more likely to recommend their organizations as great places to work. We want to feel included and safe when we come to work, and allyship is an important part of this feeling!

Things to Keep In Mind

1. Allyship is not something you define yourself – being an ally means listening and learning from the group that you are an ally for - acknowledgment fosters mutual understanding and strengthens the foundation of trust, reinforcing the sincerity of our commitment to support and stand alongside them.
2. Allyship is about progress, not perfection. It is also a lifelong process! Establishing allyship is an enduring journey that involves cultivating relationships founded on trust, consistency, and accountability with individuals or groups who experience marginalization.
3. Allyship is active, not passive. It thrives on consistent behaviors that demonstrate an ongoing dedication to understanding, advocating for, and standing with marginalized individuals or groups.
4. Allyship is not performative. It's about lifting others and creating platforms for them so that their voices are heard, not virtue signaling.
5. Allyship is not about fixing others. Allyship emphasizes understanding and support rather than attempting to "fix" or change individuals. It involves respecting autonomy and recognizing that the goal is to stand alongside marginalized groups, acknowledging and validating their experiences, rather than imposing external solutions.
6. It doesn't have to be big! Allyship doesn't always require grand gestures; even small, everyday actions can make a meaningful impact. The significance lies in the consistency and authenticity of one's support.

Steps to Practice Active Allyship

1. **Active Listening:** Taking the time to genuinely listen to the experiences and perspectives of marginalized individuals without interrupting or dismissing their concerns.
2. **Educating Yourself:** Proactively seeking information about the challenges faced by different communities, educating oneself on systemic issues, and staying informed about social justice issues.
3. **Amplifying Voices:** Sharing and promoting the work, ideas, and achievements of individuals from marginalized groups, especially in professional and social settings.
4. **Using Inclusive Language:** Being mindful of language choices to ensure they are respectful and inclusive, avoiding assumptions and stereotypes.
5. **Intervening in Microaggressions:** Addressing subtle discriminatory comments or actions by calmly and respectfully intervening to create a more inclusive environment.
6. **Acknowledging Privilege:** Recognizing one's own privileges and using them to advocate for and support those who may not have the same advantages.
7. **Promoting Inclusivity:** Encouraging and actively participating in initiatives that promote diversity and inclusivity within workplaces, communities, or social circles.
8. **Supporting Minority-Owned Businesses:** Making an effort to choose and promote businesses owned by individuals from marginalized groups.
9. **Offering Support:** Checking in on friends, colleagues, or acquaintances who may be facing challenges and offering a listening ear or assistance when needed.
10. **Correcting Misinformation:** Politely correcting misconceptions or stereotypes when they arise in conversations, helping to challenge and change biased beliefs.

If you would like to learn more, check out this open-source guide to allyship!

<https://guidetoallyship.com/>

As well as this guide on allyship from the Anti-Oppression Network:

<https://theantioppressionnetwork.com/allyship/>