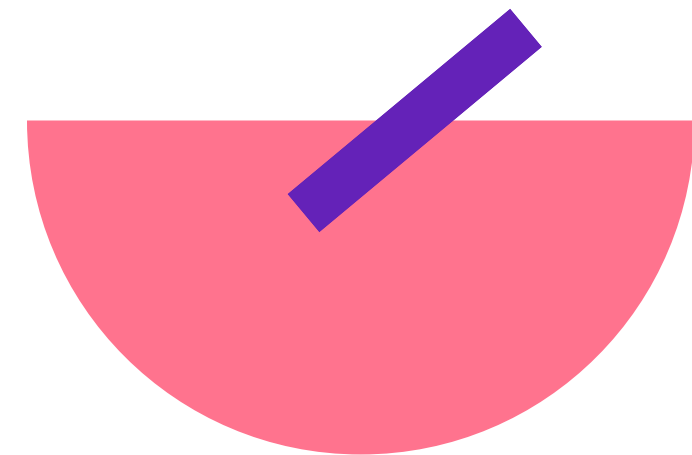
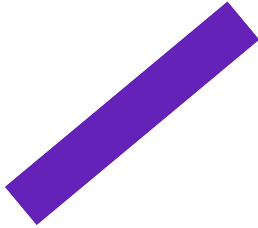




Authentic Allyship

Advancing Intentional Inclusion





**"If we don't center the voices
of the marginalized people,
then we are doing the work
wrong."**

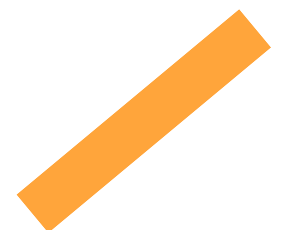
~Tarana Burke

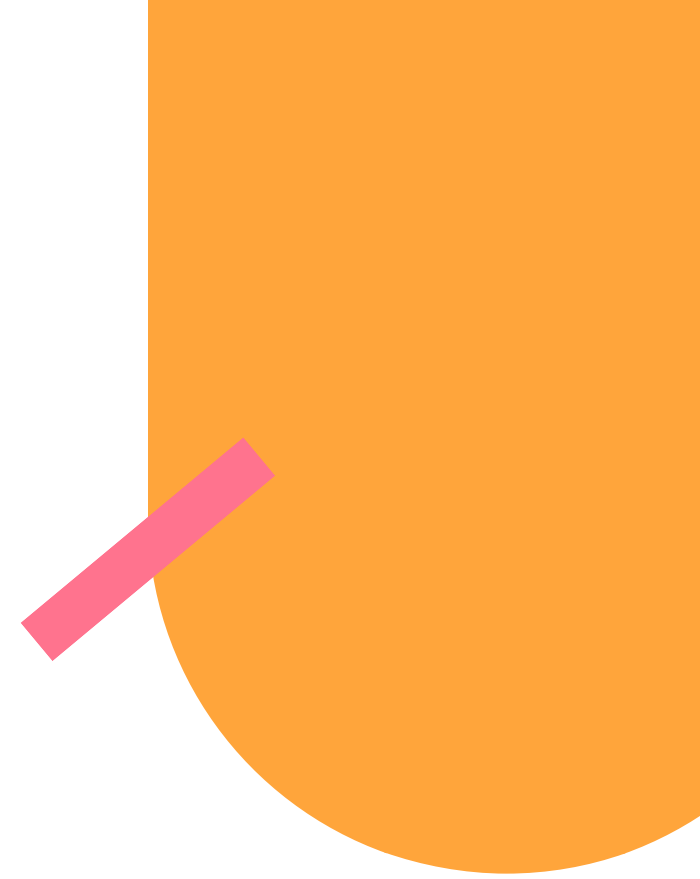


Allyship is a Verb



- Puts words and commitments into action
- Promotes and aspires to advance the culture of inclusion
- Intentional, positive and conscious efforts that benefit people as a whole



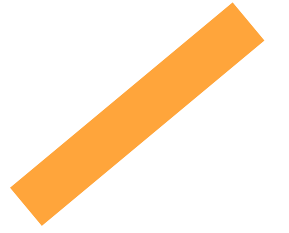


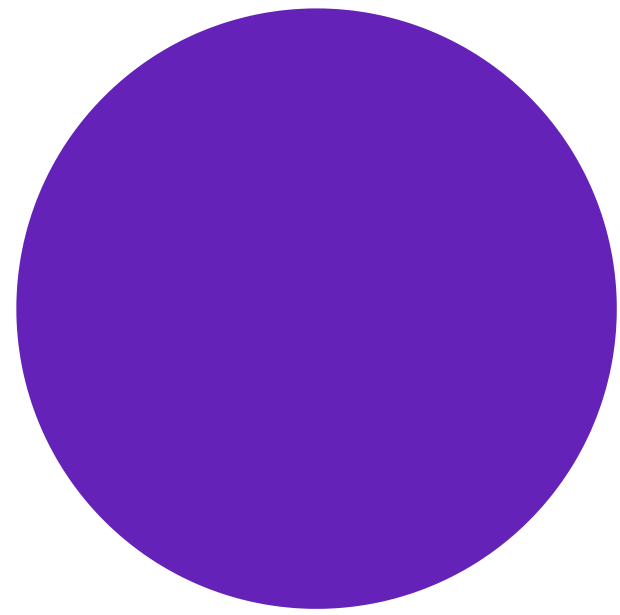
Types of Allies



...puts words and commitments into action

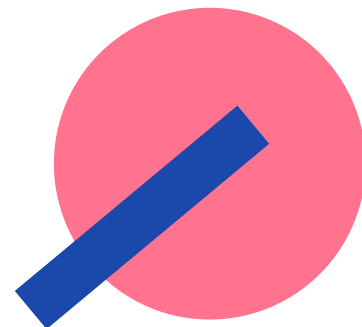
- The Sponsor
- The Champion
- The Amplifier
- The Advocate
- The Scholar
- The Upstander
- The Confident

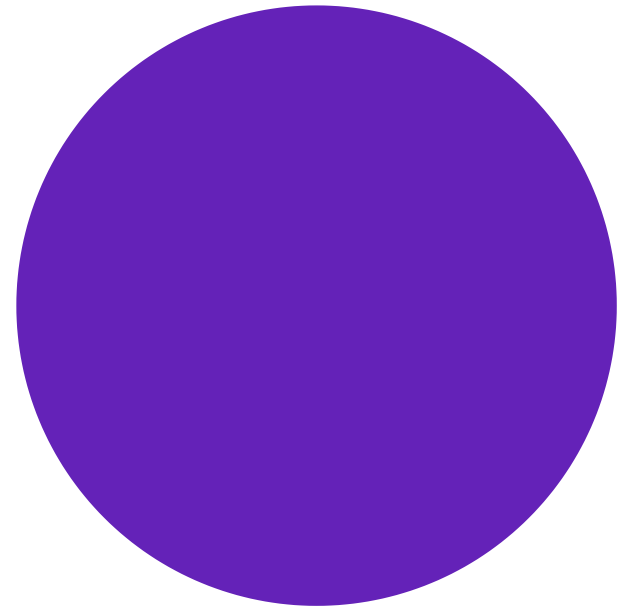




The Sponsor

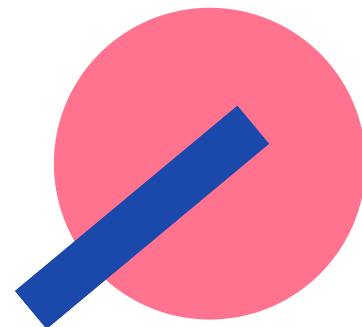
Vocally Support the work of Colleagues from underrepresented groups in all contexts, but specifically in situations that will help boost those colleagues' standing and reputations

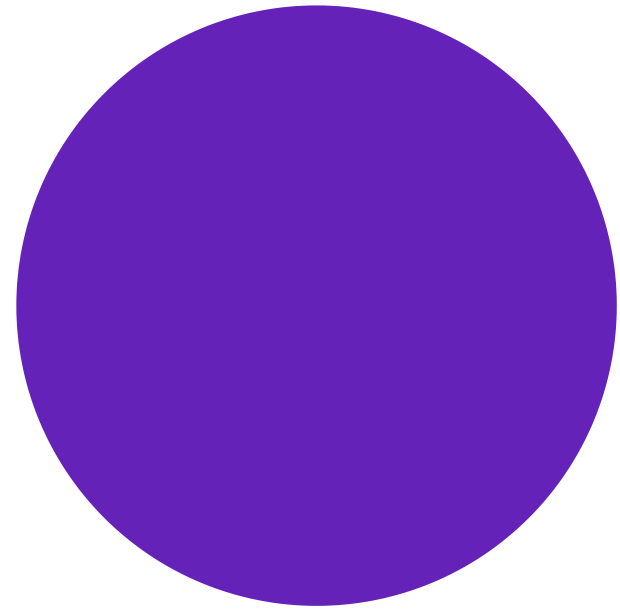




The Champion

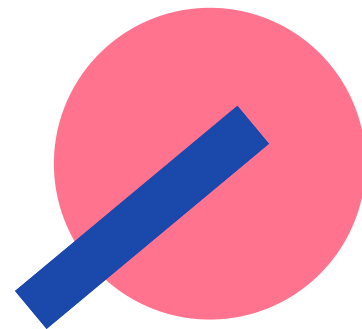
Defers to colleagues from underrepresented groups in meetings and in visible, industry-wide events and conferences—large audiences

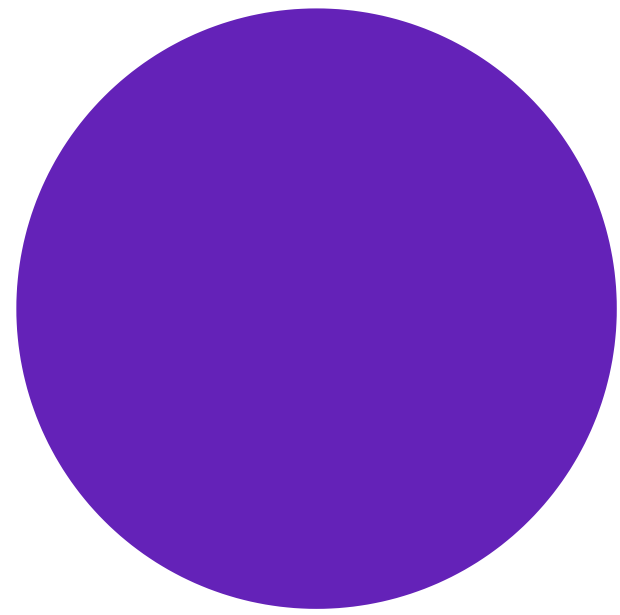




The Champion

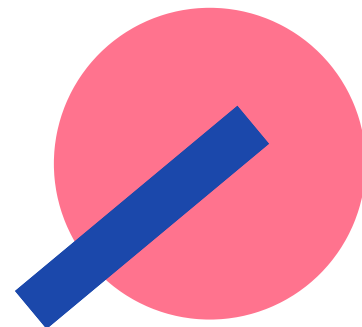
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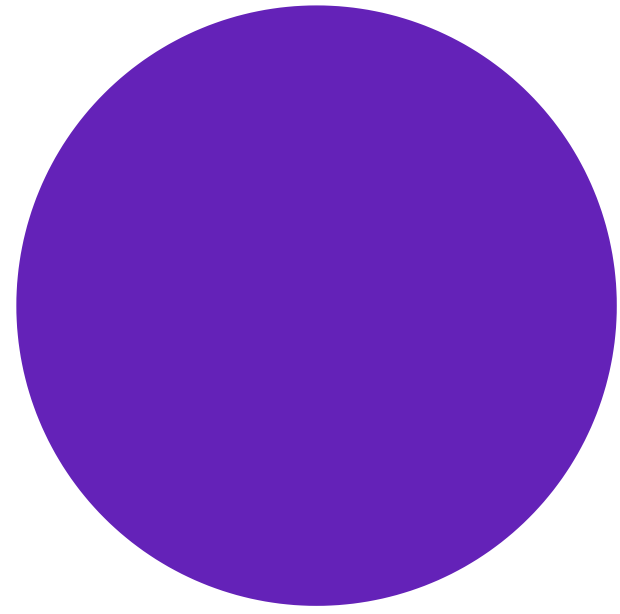




The Amplifier

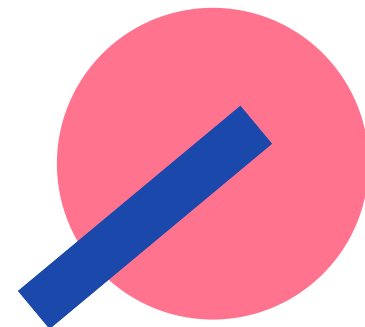
Works to ensure that marginalized voices are both heard and respected. This type of allyship can take many forms, but is focused on representation within communication.

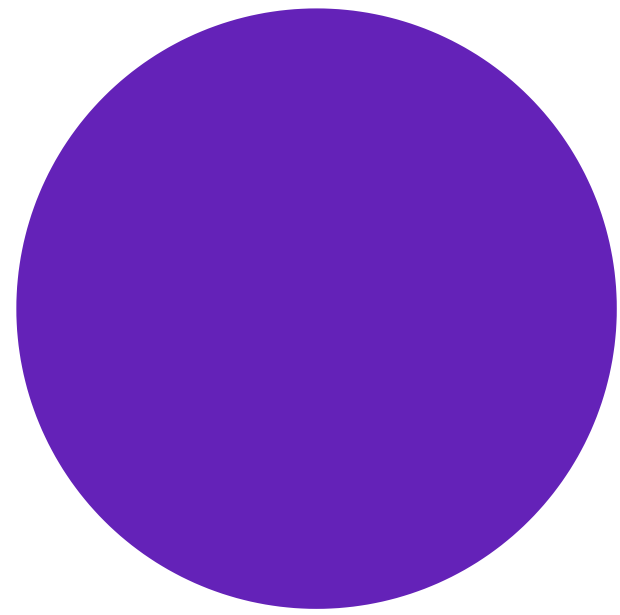




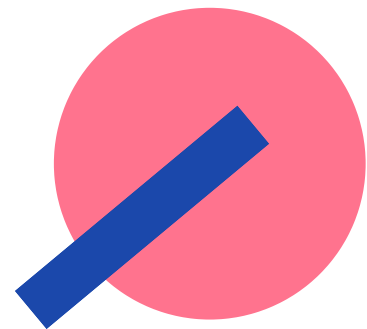
The Advocate

Uses their power and influence to bring peers from underrepresented groups into highly exclusive circles. The Advocate recognizes and addresses unjust omissions, holding their peers accountable for including qualified colleagues of all genders, races and ethnicities abilities, ages and sizes, religions and sexual orientations.



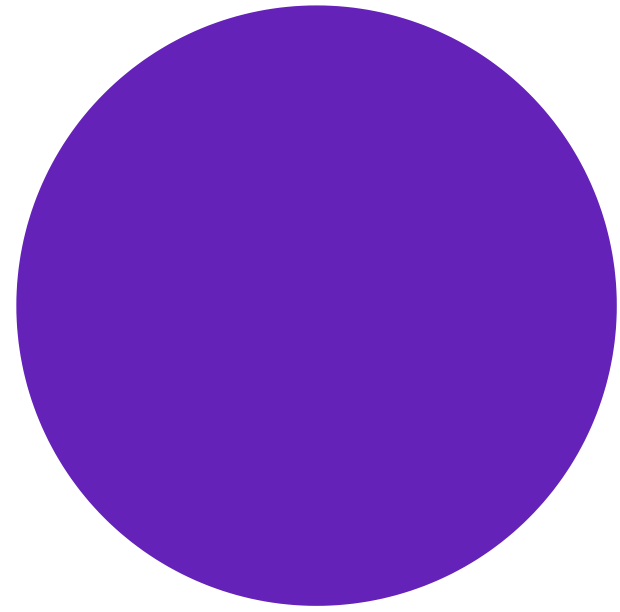


The Scholar



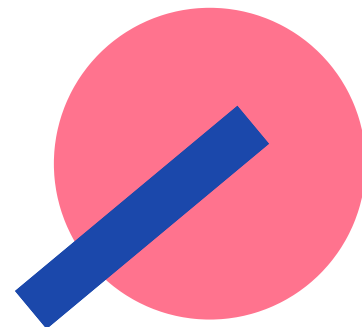
Learn as much as possible about the challenges and prejudices faced by colleagues from marginalized groups. Scholars never insert their own opinion, experiences or ideas, but instead simply listen and learn. They also don't expect marginalized people to provide resources for research to prove bias exists or summarize best practices. Scholars do their own research to seek out the relevant information.

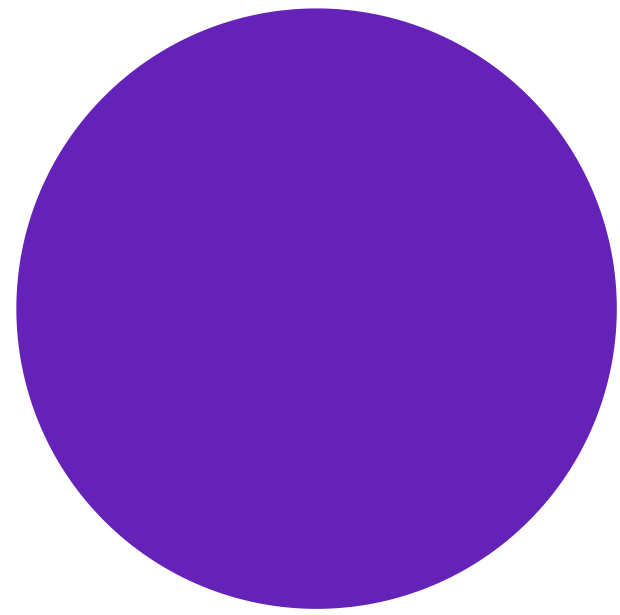




The Upstander

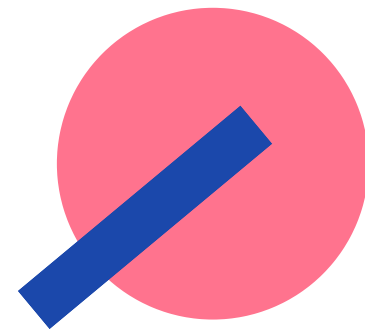
Sees wrongdoing and acts to combat it. This person pushes back on offensive comments or jokes, even if no one within earshot might be offended or hurt.

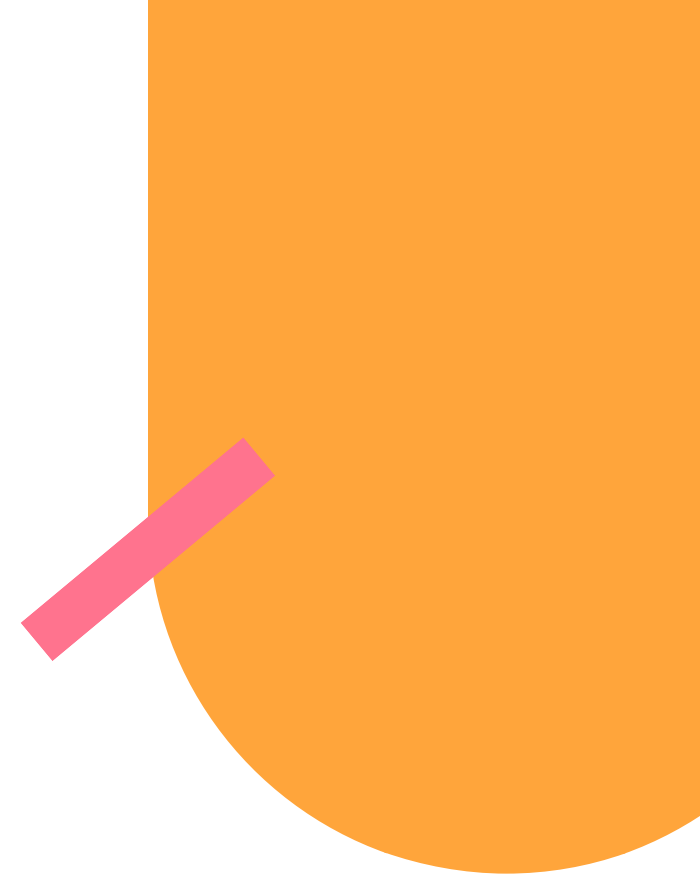




The Confident

Creates a safe space for members of underrepresented groups to express their fears, frustrations and needs. Simply listen to their stories and trust that they are being truthful creating a protective layer of support







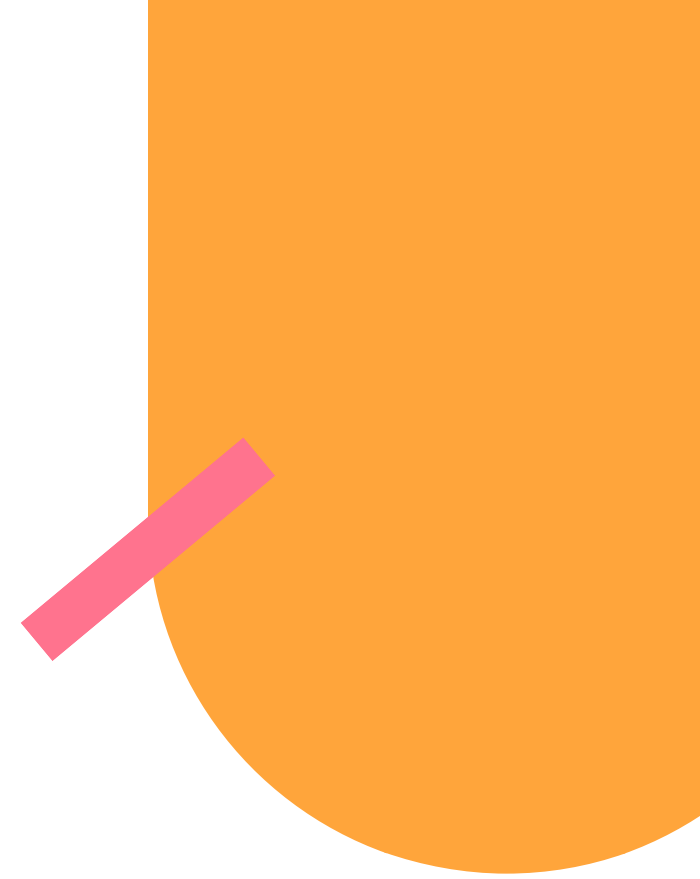
Authentic Allyship



An Authentic Ally

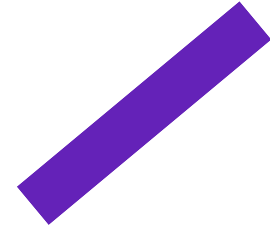


- Emotionally Intelligent
 - Models Inclusive Leadership
 - Aware of your own identity and intersectional identities of others
 - Acknowledges when they are wrong/ corrects course
 - Listen and Learn
- 
- 



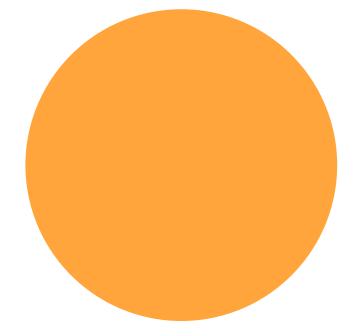
Breaking Down Privilege






What is Everyday Majority Privilege?

Some excerpts taken from "Use Your Everyday Privilege to Help Others"








Majority Privilege



*The ability to forget about aspects of who you are because you represent the majority demographics of your community or organization or culture.

These privileges are parts of ourselves that we don't think about and make up the "ordinary" way of being, and benefit us.

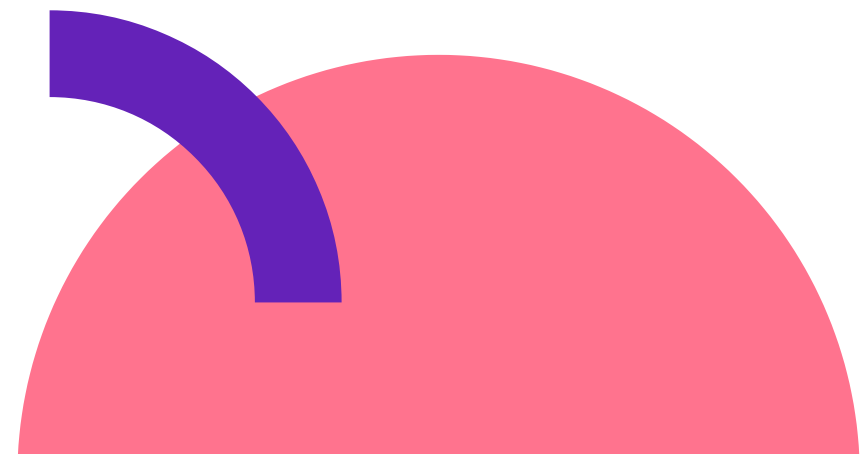






Identifying your Majority Privilege

-What are the parts of your identity that you think about the least? How does your culture reinforce that? Once you've pinpointed them you've identified your privilege.

-What do the people who lack your everyday majority privilege encounter as challenges at work or in the community arise?

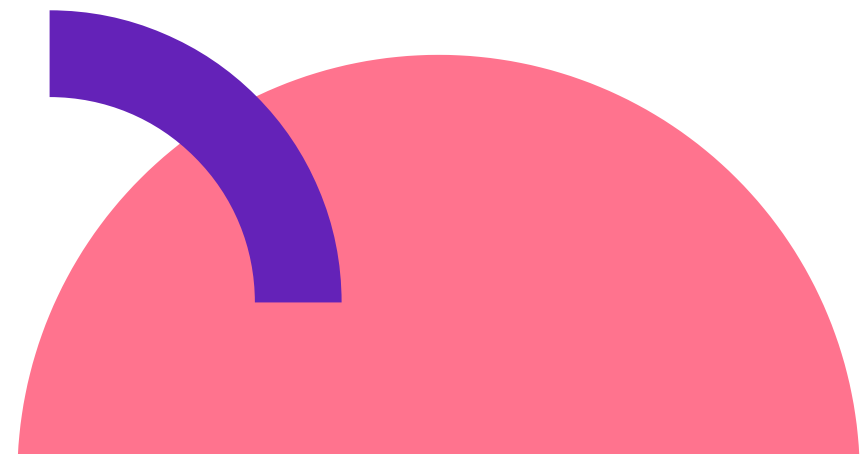




Identifying your Majority Privilege

Look for opportunities to speak and act against unfair behaviors; amplify the views of those who don't experience the privilege of the majority of the group.

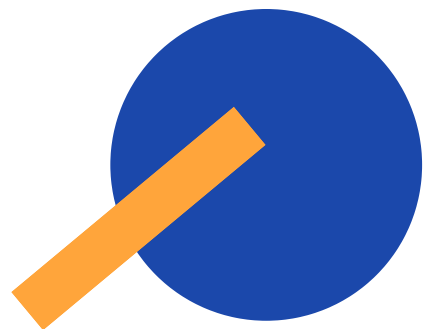
Be thoughtful about moments when you speak over the groups you are striving to advocate for.



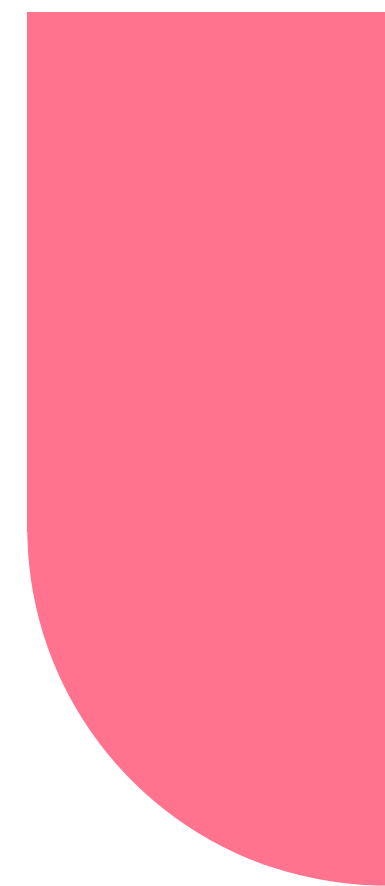
The Proposed Solution

- Inform and Educate your demographic community
- Practice Active Listening
- Commit to Awareness and Growth
- Advocate for Underrepresented Groups
- Interrupt Bias and Discrimination
- Make Space





**Remember an ally advocates
for others, they don't speak for
them.**



Thank you for your time!

