



## 10 Steps to Becoming a Better Ally for Diversity and Inclusion

**The goal** is to gain a clearer understanding of what is distinctive about being an ally, and then to intentionally become part of the solution for a more inclusive workplace by affecting change in my sphere of influence in my organization.

### As an ally:

- 1) I continually ask the question, “Who am I when I walk into the room?” I continually rethink how my identity and life experiences shape “the lens” through which I see and interact with others in the workplace.
- 2) I recognize and accept this fact: There are different life and workplace experiences based on identity.
- 3) I recognize the influence of “then and now.” Because of the historic and current realities of inequity, discrimination and stereotyping, I have heard and have internalized misinformation about underrepresented populations in the workplace.
- 4) I know I need to build my capacity to grapple with the discomfort, even tension that may arise from a range of feelings, including feeling blamed for, or not knowing what to do to address issues of inequity in the workplace.
- 5) I don’t expect to be taught how to address issues of inequity in the workplace, but I do expect to be held accountable for becoming a better ally and being part of the change that building a more inclusive workplace requires.
- 6) I go to the spaces and events that are focused on discussing and addressing issues of workplace diversity, inclusion and equity, thus enhancing my exposure to the real issues.
- 7) I intentionally build relationships, and I have the “cultural humility” to ask and really listen to the people with whom I work as I seek out new learning so no one has to leave their identity “at the door” in order to feel included.
- 8) I am not a bystander - I am vigilant and I don’t assume everyone is onboard in seeing the value of diversity and inclusion to a healthy, vibrant and successful workplace.
- 9) I act - I seek to be a resource and become part of the solution for a more inclusive workplace by using my power to affect change at the point(s) of decision making in my sphere of influence.
- 10) I refuse to buy into the misinformation that attempts to position issues of diversity and inclusion as irrelevant, even divisive, and instead, I do what it takes to be a resource to advance the personal, interpersonal, professional, organizational and societal health, vibrancy, and success for all of us!