



**INCLUSIVE**  
LEADERS GROUP

# A GUIDE TO ALLYSHIP

How To Be An Ally  
Against Racism At Work



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A GUIDE FOR INCLUSIVE LEADERS AND  
**HR MANAGERS**

## HOW TO BE AN ALLY AGAINST RACISM TIP-SHEET

“ IN A RACIST SOCIETY, IT IS NOT ENOUGH TO BE NON-RACIST, WE MUST BE ANTI-RACIST. ”

— ANGELA DAVIS

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### TO BE AN ALLY IS TO...

1. Take on the struggle as your own.
2. Transfer the benefits of your privilege to those who lack it.
3. Amplify voices of the oppressed before your own.
4. Acknowledge that even though you feel pain, the conversation is not about you.
5. Stand up, even when you feel scared.
6. Own your mistakes and de-center yourself.
7. Understand that your education is up to you and no one else.

### WHAT IS AN ALLY?

One of the best definitions of “ally” (that Inclusive Leaders Group has found) comes from author Roxane Gay in her article for Marie Claire, “On Making Black Lives Matter.” In it, she notes:

*Black people do not need allies. We need people to stand up and take on the problems borne of oppression as their own, without remove or distance.*

*We need people to do this even if they cannot fully understand what it’s like to be oppressed for their race or ethnicity, gender, sexuality, ability, class, religion, or other marker of identity.*

*We need people to use common sense to figure out how to participate in social justice.*

## THE WORK OF ALLYSHIP

### Being an ally is hard work.

Many would-be allies fear making mistakes that could have them labeled as “-ist” or “-ic” (racist, sexist, transphobic, homophobic, etc). But as an ally, you’re also affected by a system of oppression. This means that as an ally, there is much to unlearn and learn—mistakes are expected. You need to own this as fact and should be willing to embrace the daily work of doing better.

**As an ally, you need to own your mistakes and be proactive in your education, every day.**

### THE DOS

**Do** be open to listening.

**Do** be aware of your implicit biases.

**Do** your research to learn more about the history of the struggle in which you are participating.

**Do** the inner work to figure out a way to acknowledge how you participate in oppressive systems.

**Do** the outer work and figure out how to change the oppressive systems.

**Do** use your privilege to amplify (digitally and in-person) historically suppressed voices.

**Do** learn how to listen and accept criticism with grace, even if it's uncomfortable.

**Do** the work every day to learn how to be a better ally.

### THE DON'TS

**Don't** expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions.

**Don't** participate for the gold medal in the “Oppression Olympics” (you don't need to compare how your struggle is “just as bad as” a marginalized person's)

**Don't** behave as though you know best.

**Don't** take credit for the labor of those who are marginalized and did the work before you stepped into the picture.

**Don't** assume that every member of an underinvested community feels oppressed.



## ALLYSHIP SKILLS WORKSHOP

Allyship: How to be an active ally and advocate for diversity.

This training explores how to be a more active ally and advocate for marginalized groups. It explores the basics around language and takes participants through a journey to better understand the experiences of underrepresented groups in the workplace.

Sessions can be run with a specific focus in mind (i.e., LGBT+ allyship or Women + allyship or racial minority advocacy) or as more generalized sessions focused on the importance of intersectionality and on being an effective ally across communities.

The Allyship Skills Workshop teaches simple everyday techniques people can use to make their workplaces more inclusive. This highly interactive workshop helps people recognize when they have power and influence—when they can best act as an ally—and learn how to take effective action to make their workplace better.

Learn more about the best practices for encouraging Allyship and developing Allies in your organization to create a more inclusive workplace by contacting Inclusive Leaders Group for a Free consultation at [www.inclusiveleadersgroup.com](http://www.inclusiveleadersgroup.com)

Inclusive Leaders Group (ILG) is a minority and woman-owned professional training, coaching, and consulting firm. Working globally to transform businesses for profitable growth through inclusive leadership, equity, and belonging. Our tailored and custom training and speaking solutions include Diversity and Inclusion Through The Talent Lifecycle, Allyship. Disrupting Unconscious Bias, Inclusive Leadership and a broad range of contemporary diversity, equity, and inclusion topics. To learn more, please visit us at [www.inclusiveleadersgroup.com](http://www.inclusiveleadersgroup.com)