

# How to be an Ally

Jenine S. Jenkins

CPS HR  CONSULTING™

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*Jenine S. Jenkins*

*Facilitator*

*CPS HR Consulting*



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## Learning Objectives

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- ◆ Define the term 'Ally' and 'Allyship'
- ◆ Review the "Active Allyship" Model
- ◆ Identify ally building actions needed at work

## During today's webinar

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1. Actively participate.
2. Close other applications (including email).
3. Get ready to be engaged in the today's topic.
4. To protect confidentiality, all questions asked via chat come to me only when you use the 'Presenter Chat'.
5. Be open to new outcomes

# What does it mean to be an 'Ally'?

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## What is an 'Allyship'?

1. A lifelong process of building relationships based on trust, consistency, and accountability
2. Not self-defined
3. An opportunity to grow and learn about ourselves **AND** build confidence in others.



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## Who is an 'Ally'?

One who:

- ◆ Lifts others up via advocacy
- ◆ Shares opportunity with others
- ◆ Recognizes systemic inequalities and realizes impact
- ◆ Listens, supports, reflects and changes



## Strategies for Change

### Active Ally Model





## Active Allyship In Action

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### The Sponsor

1. Talk about the expertise you see in others, especially during performance calibrations and promotion discussions
2. Recommend people for stretch assignments and learning opportunities
3. Share colleagues' career goals with influencers

#### **30 x 5 x 1 Rule**

30- minute meeting

Every 5 days

Spend 1 minute promoting them and/or their work

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## The Champion

1. Direct questions about specific or technical topics to employees with subject-matter expertise
2. Advocate for more women, Black people, and members of other underrepresented groups
3. Recommend someone from an underrepresented group who'd be an equally good fit (or better)



## The Amplifier

1. When someone proposes a good idea, repeat it and give them credit
2. Invite members of underrepresented groups to speak at staff meetings, write for company-wide newsletters, or take on other highly visible roles



## The Advocate

1. Advocate for employees of marginalized groups to be invited to key events
2. Offer to introduce colleagues from underrepresented groups to influential people in your network
3. Co-author or collaborate on a proposal or conference submission



## The Scholar

1. Investigate and read publications, podcasts, or social media by and about underrepresented groups within your industry
2. Ask co-workers from marginalized groups about their experiences at work
3. Join company or industry specific resource groups for members of Black and other underrepresented groups



## The Upstander

1. Always speak up if you witness behavior or speech that is degrading or offensive
2. In meetings, shut down off-topic questions that are asked only to test the presenter
3. Take action if you see anyone in your company being bullied or harassed

### **Oops/Ouch Method**

*When someone feels hurt or offended by another person's comment, the hurt person can say "ouch." In acknowledgement, the person who made the hurtful comment says "oops." If necessary, there can be further dialogue about this exchange.*

## The Confidant

1. Believe others' experiences
2. Listen and ask questions when someone describes an experience you haven't had
3. Demonstrate a **real** "Open Door" policy





