

## Allyship: Supporting Inclusion in SETT Workplaces

### What is Allyship?

Taking **ACTION** to support those who might otherwise be or feel excluded. This happens by being an **ALLY**.

### What is an Ally?

An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts. **Anyone** with power can be an ally to those with less power. Allies can be men, women, peers, managers, etc.



### Two Types of Allyship:

#### Reactive



React to bias when we see it

*Example:*

*Confronting disrespectful, gender-biased remarks*



#### Proactive

Proactive efforts to increase inclusion in your organization

*Example:*

*Inviting female coworkers into key projects*

### If/Then Plans to Enact Allyship:

One way to enact allyship is to make a specific plan to respond to situations that involve potential bias (reactive allyship) or opportunities to increase inclusion (proactive allyship). These "if-then" plans are strategic actions to counteract bias and promote inclusion.

To create "if-then" action plans, pair specific situations with responses you will enact, such as:

#### Reactive:

- **If** my co-worker does not get credit for her work, **then** I will bring her achievements to others' attention.

#### Proactive

- **If** there is an opportunity for a promotion or advancement, **then** I will advocate for increased diversity for the position.