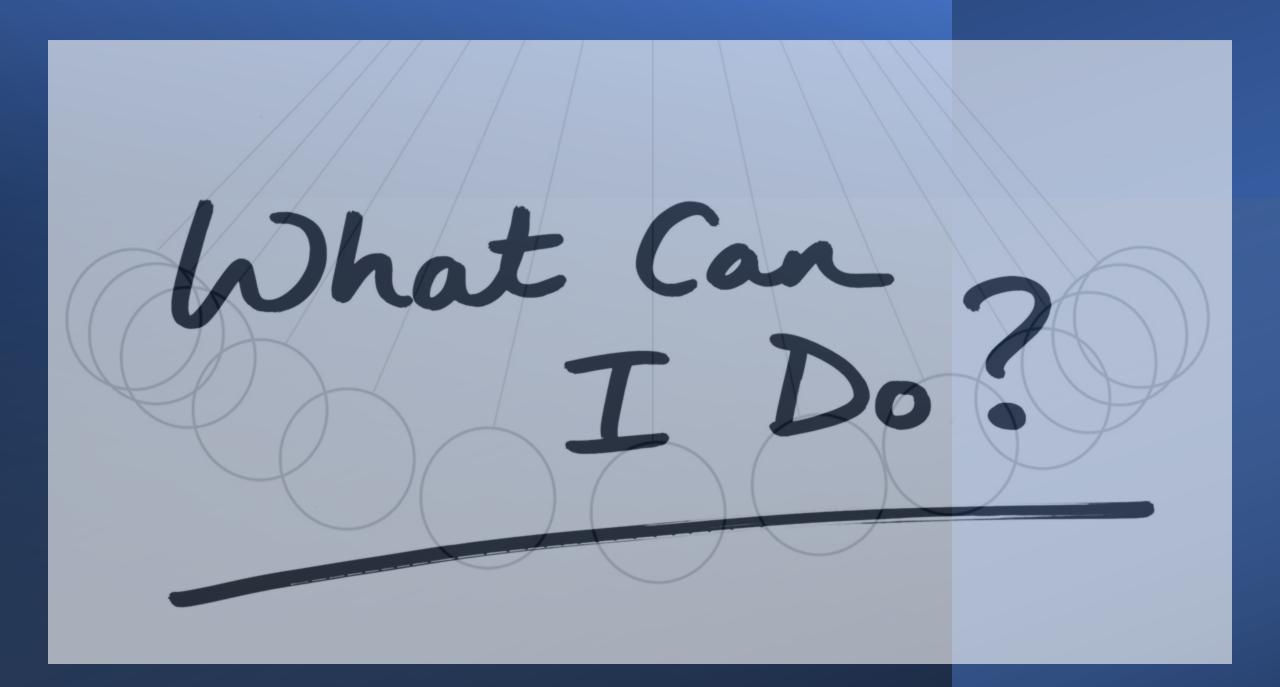
# Supporting "the work" through allyship: A guide for CEO Deans, Supervisors, Administrators and Faculty Allies

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## Allyship (verb)

"A lifelong process of building and nurturing supporting relationships with under-represented, marginalized or discriminated individuals or groups with the aim of advancing inclusion."

- Dr. Poornima Luthra in 'The Art of Active Allyship'



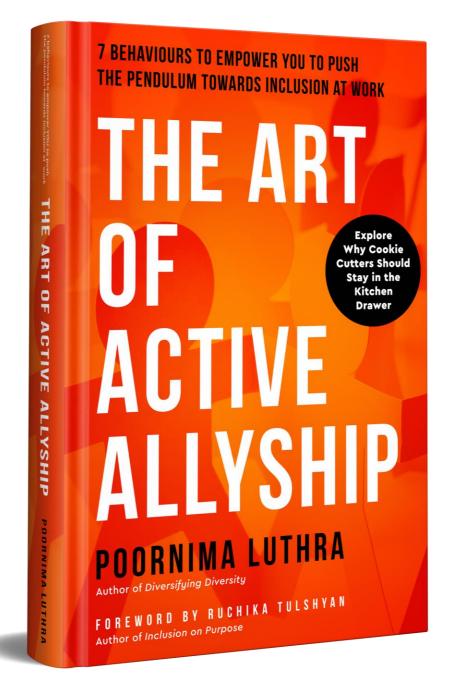
#### Allyship is...

- About progress
- Active
- About frequent and consistent behaviours
- Lifting others

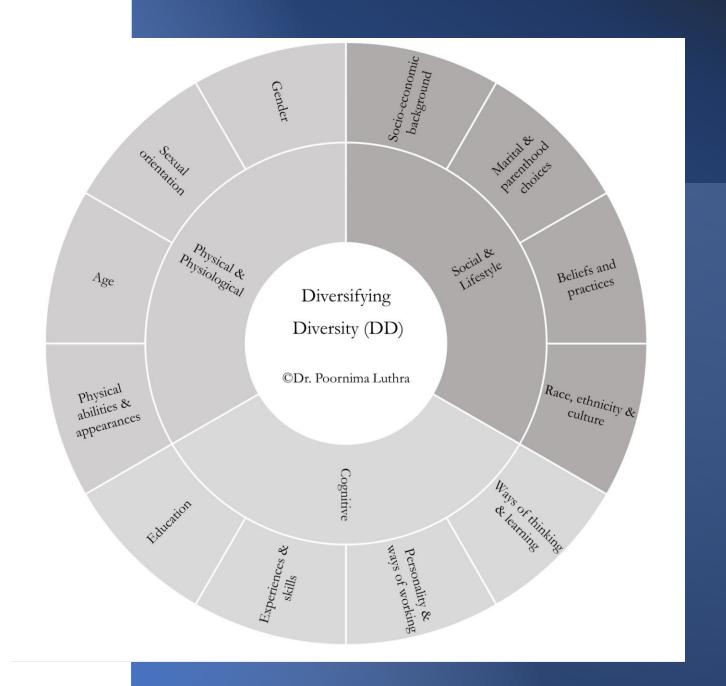
#### Allyship isn't...

- About perfection
- Passive
- Performative
- "Fixing" others

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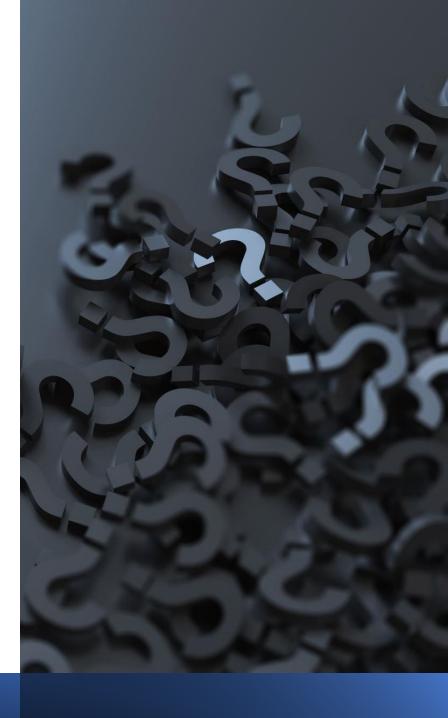
#### Termite Biases (aka microaggressions)

- Indirect, unintentional expressions of biases
- Takes the form of humour, casual comments and even well-intentioned remarks
- Make people feel undervalued, unappreciated and excluded
- Sometimes goes un-noticed and confused as humour or over-sensitivity

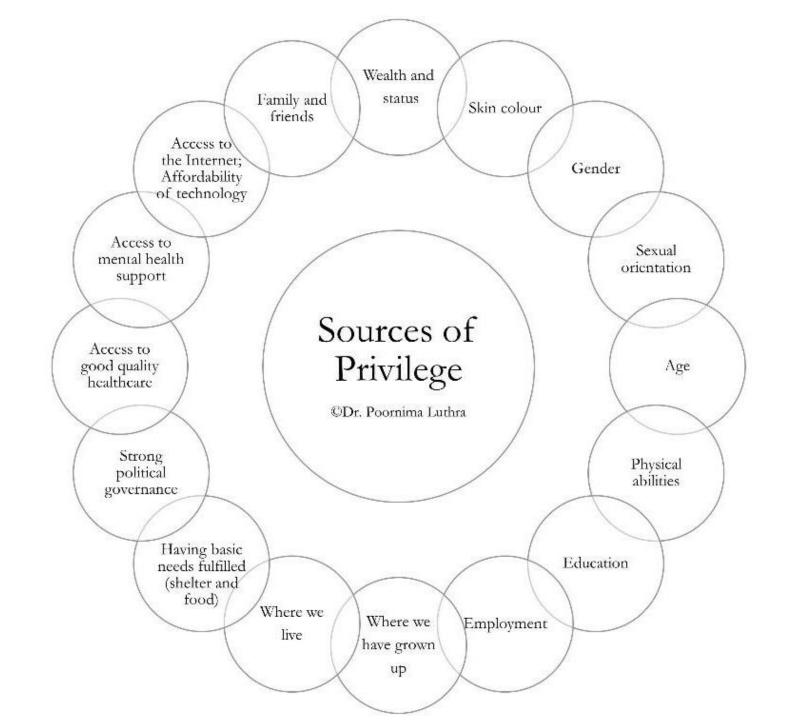


#### Have you had to...

□ Justify your entry into a country. ☐ Explain and defend where you are from and/or answer the follow-up question: Where you are actually from? Alter your hair to be seen as professional. ☐ Make considered choices about what to wear to be taken seriously. ☐ Hide who you love out of fear of judgement or worse, criminal persecution. ☐Alter or even change your name. Downplay your invisible disabilities to get an interview. ☐Go through additional rounds of job interviews compared to other candidates. ☐ Be declined a job on the basis of "not fitting in".



Privilege is assuming something is not a problem because it is not a problem for you.







What to do when our biases are pointed out?

Listen

Apologise

Respond

Introspect





### Psychological safety

"A shared belief held by members of a team that the team is safe for interpersonal risk taking." – Prof. Amy Edmondson

Comfort in addressing others' bias and having own biases pointed out

Better decision making and interpersonal interactions

Learning from mistakes

Everyone openly addresses bias that they witness or experience





Deep curiosity Courageous Honest responsibilities introspection Be an Active Ally Vulnerable Humble interactions acknowledgement Authentic Empathetic conversations engagement

# What Can? I Do?



