

Being an Ally at Work

...is about actively working towards an inclusive environment. An ally stands in support of members of marginalized groups and takes action to end discrimination and inequality.

Step 1: Recognize your privileges

Recognize your own privileges to better understand your own and others' worklife experiences, and to know when and where you can act.

Privilege is the absence of inconvenience. What are the challenges you do not have to tackle in your worklife?

When you are in a privileged position you are in the perfect spot to be an ally.

Step 2: Learn

Learn about the different systems that shape different groups' experiences and opportunities in society and worklife.

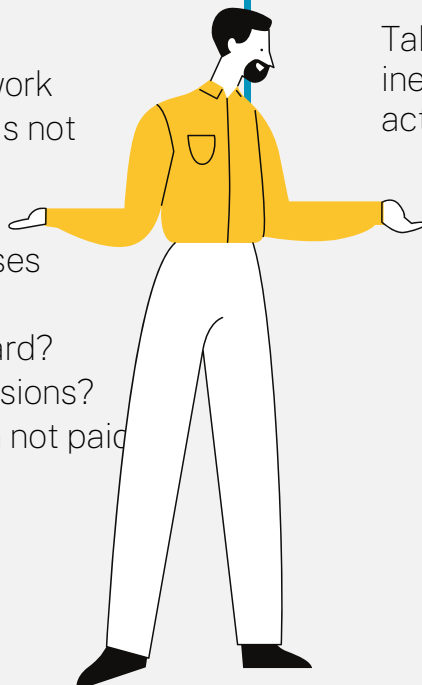
- Racism
- Sexism
- Heterosexism
- Transphobia
- Ableism
- Ageism



Step 3: Identify bias and exclusion

Spot the situations in your work community where inclusion is not happening.

- Are decisions or processes biased?
- Are some voices not heard?
- Do you see microaggressions?
- Is diversity and inclusion not paid attention to?



Step 4: Take action

Take action to break systems of inequality and exclusion, as well as actions to foster inclusion.

- Carefully listen to others' perspectives
- Amplify minority members' voices
- Challenge existing norms
- Intervene when you see inappropriate behavior
- Lift equality and inclusion on the agenda