

Allyship in Action

The Upstander

Acts as the opposite of a bystander. Someone who sees wrongdoing and acts to combat it (I.e. Pushes back on jokes or other offensive comments even when nobody is within earshot to hear).

- Speak up if you witness offensive behavior and explain your stance so all are clear on why you're raising the issue
- In meetings, shut down off topic comments or questions that are only meant to test the presenter
- Interrupt aggressive behavior or bullying to break up the situation and ask the victim privately if they're okay

The Confidant

Creates a safe space for members of underrepresented groups to express their fears, frustrations, and needs. Listening to their stories and trusting they are being truthful creates a feeling of support.

- Believe others. Don't assume something couldn't happen just because you haven't personally experienced it.
- Listen and ask questions when someone describes an experience you haven't had. Don't jump in with stories.
- Managers should invite and encourage team members to speak with you about **issues that are troubling them**.



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The Sponsor

Vocally support the work of coworkers from underrepresented groups, specifically in situations that will help boost those coworkers' reputations.

- Talk about the expertise you see in others, especially during performance calibrations and promotion discussions.
- Recommend people for stretch assignments and learning opportunities.
- Know and share your coworkers career goals with influencers.

The Amplifier

Works to ensure that underrepresented voices are heard through all communication vehicles.

- When someone proposes a good idea, repeat it and give them credit.
- Work to ensure all are sharing equitably in meetings
- Invite members of underrepresented groups to speak at meetings or take on other highly visible projects and/or roles.



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The Advocate

Recognizes omissions, and uses their power and influence to bring peers from underrepresented groups into exclusive circles.

- Look closely at the invite list for events, strategic planning meetings, and other career-building opportunities.
- Offer to introduce colleagues from underrepresented groups to influential people in your network.
- Ask someone from an underrepresented group to be a collaborator on a proposal or conference submission.

The Scholar

Seeks to learn as much as possible about the challenges and prejudices faced by marginalized groups. They listen and learn and research & don't look to the marginalized groups to educate them.

- Read publications, podcasts, or social media by and about underrepresented groups within your industry.
- Ask co-workers from marginalized groups about their experience working at your company.

