



HOW TO BE AN ALLY IN THE WORKPLACE

(a thread)



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What is an Ally?

An Ally is someone who is not part of an underrepresented group (i.e part of the LGBTQ+ community) but who actively supports that group through action.

Underrepresented groups rely on these Allies, who are generally in positions with more privilege, to help make the workplace more inclusive.

Want to know how you can be an Ally in the workplace? Here are a few different roles to take*.

*Content inspired by The Muse -

<https://www.themuse.com/advice/what-is-an-ally-7-examples>

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Be a Sponsor

A Sponsor is someone who vocally acknowledges, supports and shouts out the work of their colleagues who are part of underrepresented communities and groups.



Talk about the performance, skills and contributions that you see in others.

Recommend your colleagues for assignments or tasks that will grant them learning opportunities or allow them to showcase their skills.



This is especially impactful if done in situations that will boost your colleague's reputation.



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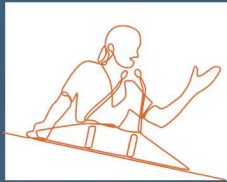
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Be a Champion

A Champion is someone who, similar to a Sponsor, vocally throws their weight behind those in underrepresented communities. The difference between the two is a Champion will do it in more public settings - i.e in front of an audience at an event or in larger meetings.

Know when to answer questions yourself and when to defer them to someone with specific or technical knowledge or experience.



Push for more people from underrepresented communities to be included as speakers at events.

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Be an Amplifier

An Amplifier is someone who supports those from underrepresented groups to ensure their voices are heard. This is about creating channels, structures or policies that give everyone a fair and equal way of communicating.

If you agree with someone's idea, say that and give that person credit.



Create clear communication codes of conduct for meetings and other communication channels. For example, consider introducing meeting mediators.

Give those in your business who sit in underrepresented groups a platform to share their voice. Maybe that's inviting them into meetings, or maybe that's giving them a spot on the weekly newsletter.



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Be an Advocate

An Advocate uses their positions of power, privilege and influence to help those from underrepresented groups up the ladder, specifically into more exclusive circles. They ensure that these circles are held to account when it comes to including representation for all people.

Ensure your events and invite lists are well represented.



Act as a bridge between underrepresented groups and influential people in your network.

Use your network and your platform to make introductions at events and in specific workplace settings.



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Be a Scholar

A Scholar is someone who takes an active interest in learning about the challenges that underrepresented groups face. They aren't there to offer an opinion, they're there to learn and absorb. They do their own research and seek out the knowledge, rather than expecting those from underrepresented groups to do the work for them.

Learn. Read books, listen to podcasts, watch documentaries and follow social media accounts.



Ask those from underrepresented communities about their experiences.

Attend specific discussion groups or channels for members of underrepresented groups to observe and learn. Ask for permission first to ensure members would be comfortable with that.



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Be an Upstander

An Upstander is someone who sees discrimination or wrongdoing and speaks up against it. They'll challenge offensive remarks or jokes, even if someone hasn't been directly offended.

If you hear or see behaviour that is discriminatory, even if no offence was intended, speak up against it. Explain why you're doing so to help educate others.



If you see someone being bullied or harassed, take action. Step into the conversation and ask "what are you chatting about?" This is normally enough to shut the conversation down.

Check-in with anyone who has been a victim of these things in private. Ask that they're okay.

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Be a Confidant

A Confidant creates safe spaces for underrepresented groups to talk. To share worries, anxieties and fears. To have a space where they know they'll be listened to without fear of judgement.

Don't judge, don't assume and don't tell others how they should feel. Simply be there to listen and believe what you're being told.



Ask questions about someone's experience to learn more rather than jumping to sharing your own experiences.

Hold regular 1:1 spaces, lunches or "office hours" to create these spaces.



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Sanctus Coach tips on being an Ally

Listen to those in the community. In stead of trying to have an opinion, or to show how 'aligned' or 'non-prejudiced' you are, rather assume you don't know enough, and allow yourself to learn from those in the community.



Do your research. Instead of asking people from the LGBTQI+ community to teach you, Google it!

Be visible. Wear the badge, the t-shirt, the flag, and show support.



Speak up. After following point 1 & 2, you should be armed to speak up for those in your workplace who are discriminated against.



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Movies, documentaries and podcasts

Here's a list of various movies, documentaries and podcasts which shine a light on the challenges and discriminations that those in the LGBTQ+ community face.

Milk (2008)

The story of Harvey Milk and his struggles as an American gay activist who fought for gay rights and became California's first openly gay elected official.



Blue Is the Warmest Colour (2013)

Adèle's life is changed when she meets Emma, a young woman with blue hair, who will allow her to discover desire and to assert herself as a woman and as an adult. In front of others, Adèle grows, seeks herself, loses herself, and ultimately finds herself through love and loss.

Pride (2014)

U.K. gay activists work to help miners during their lengthy strike of the National Union of Mineworkers in the summer of 1984.



Homo Sapiens

Alan Cumming and Christopher S...



Insane In The Men Brain

Producer Paul



A Gay and A NonGay

James Barr and Dan Hudson



Bottoming

Brendan Geoghegan & Matthew R...



Fluid

Nic Desborough



Pride & Joy

BBC Radio