


# Ally: What does it mean to be one?

For more information, click the images below to access BOB lessons.



A young woman with dark hair tied back, wearing a dark blue shirt with white polka dots, is smiling and looking towards an older woman. The older woman has short, curly white hair and is wearing a bright yellow shirt. They are in a blurred indoor setting, likely a cafe or office breakroom, with a coffee cup visible in the young woman's hands. The overall tone is warm and positive.

**Ally: What does it  
mean to be one?**

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A man with dark hair, a beard, and glasses is shown in profile, looking to the left. He has his right hand pressed against his forehead in a thoughtful or stressed pose. The background is a blurred wooden wall. The overall lighting is dim and moody.

## Allies Support Belonging

People who feel like they belong are “3.5 times more likely to contribute to their full, innovative potential.”


- EY Global Survey 2018

## Quick Poll

How would others describe your current position relative to being an ally?

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- You are a strong ally.
- Emerging as an ally.
- Interested in becoming an ally.
- You are not considered an ally yet.

A man in a light-colored shirt and dark pants is walking on a light-colored path that runs diagonally across the frame. On either side of the path are walls made of dense, overlapping purple scribbles. The man is walking towards the right, and his shadow is cast on the path behind him. The overall scene is surreal and abstract.

Ally is also  
a verb.

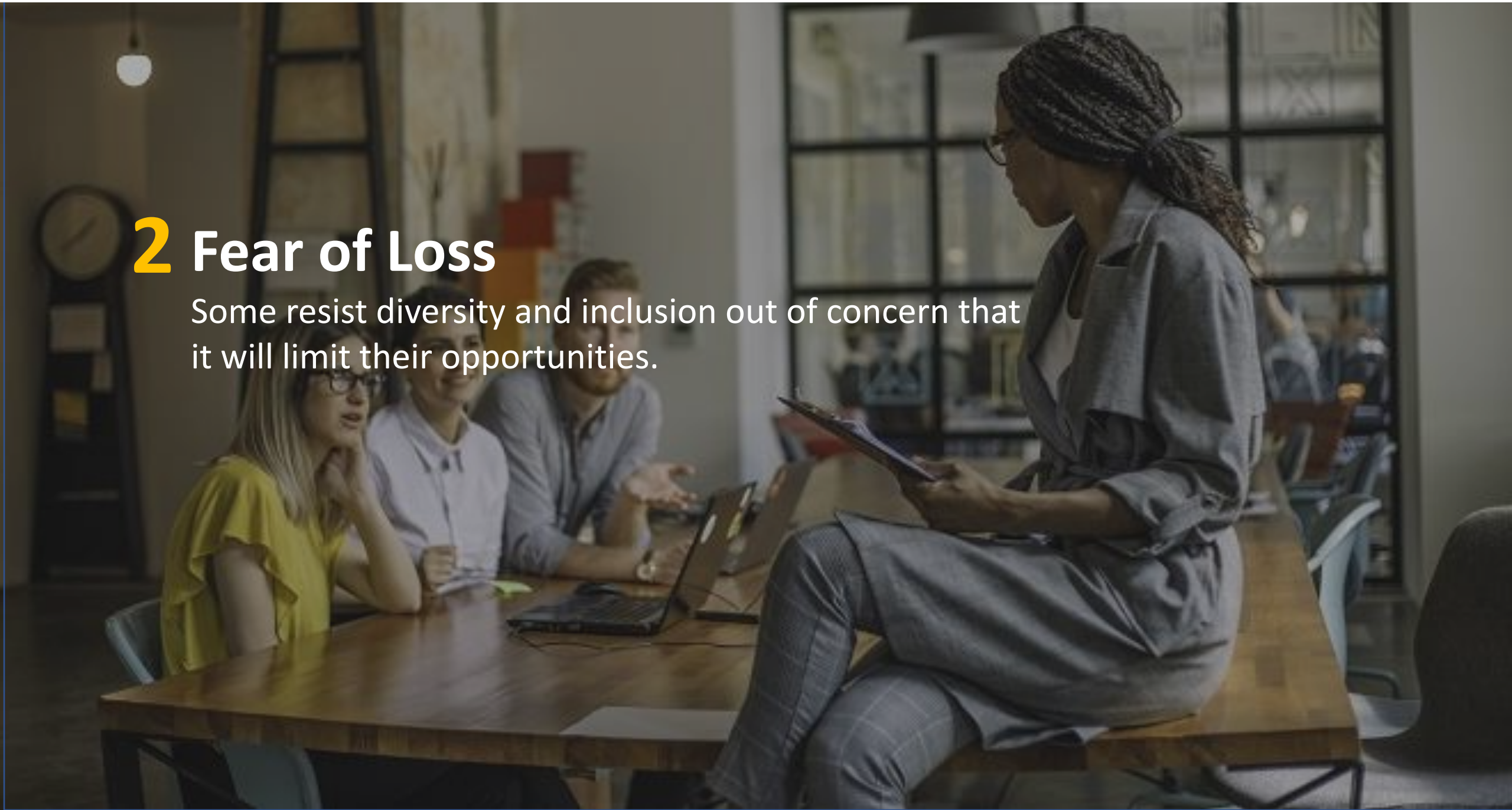
# 1 Advantage Blindness

People have a hard time seeing the challenges of others whose backgrounds are different.



## 2 Fear of Loss

Some resist diversity and inclusion out of concern that it will limit their opportunities.





## 3 Backlash and Blame

Majority group members feel a finger is being pointed at them.



## 4 Uncertainty

Many have good intent but aren't sure what is needed or how to help.



# Allies are Upstanders

Agent

Bystander

Upstander

Active

Passive

Passive

Active



(1)

Actively joins in the negative behavior



(2)

No response



(3)

Educate oneself



(4)

Interrupt the behavior



(5)

Interrupt & educate



(6)

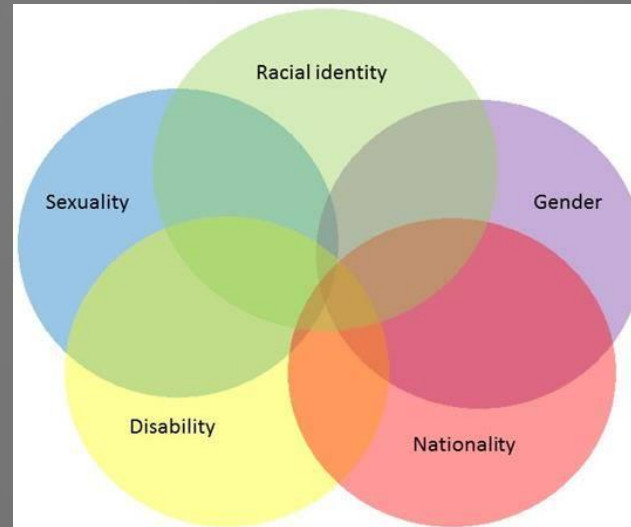
Initiate an organized response

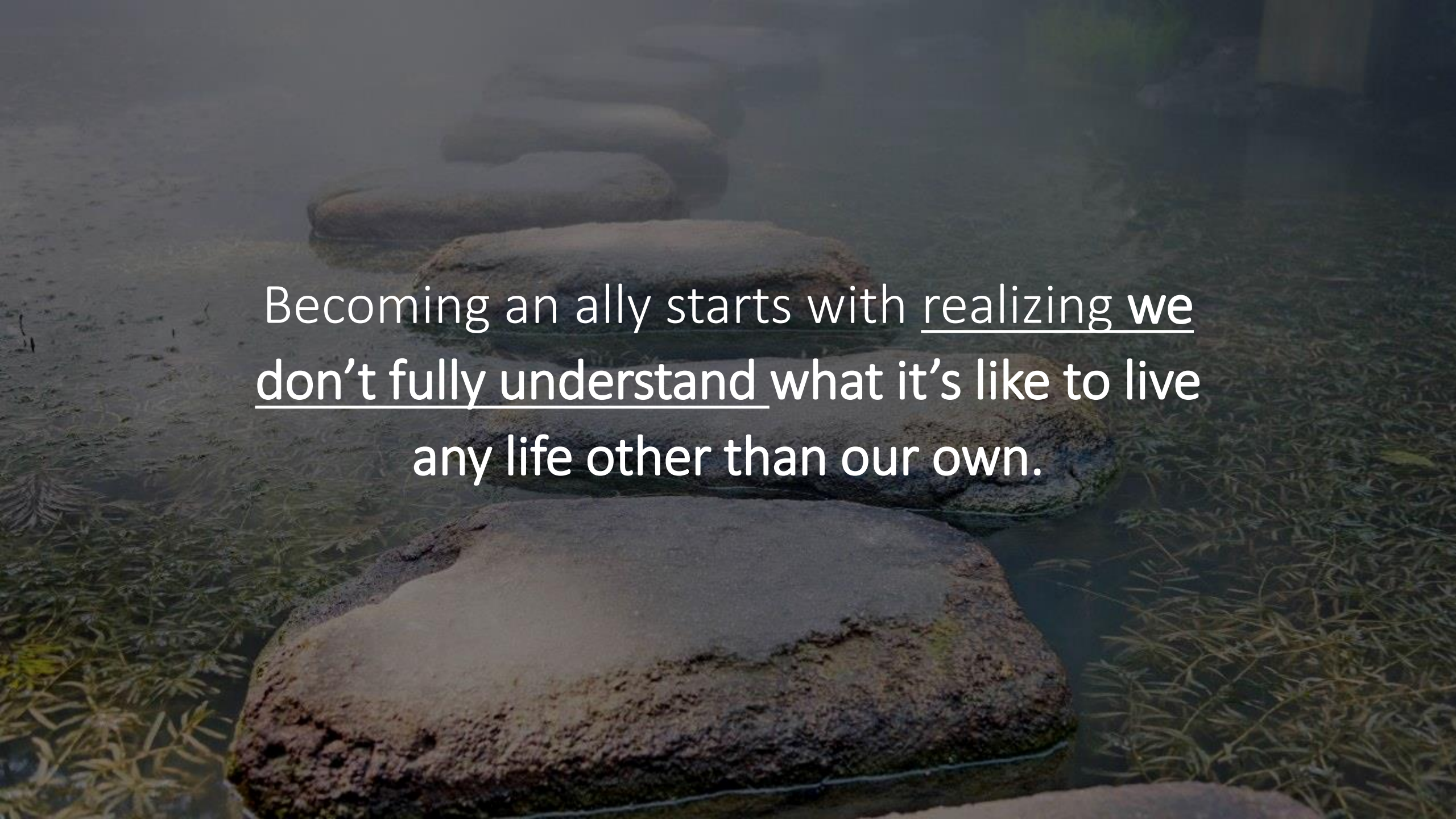
# Allies Understand

Privilege | Advantage

Use advantage  
*for good.*

Intersectionality



A photograph of a stone path in a misty forest. The path is made of several large, flat, grey stones arranged in a line, leading into the distance. The surrounding area is filled with green grass and small plants, and the background is shrouded in a thick, white mist. The overall atmosphere is serene and quiet.

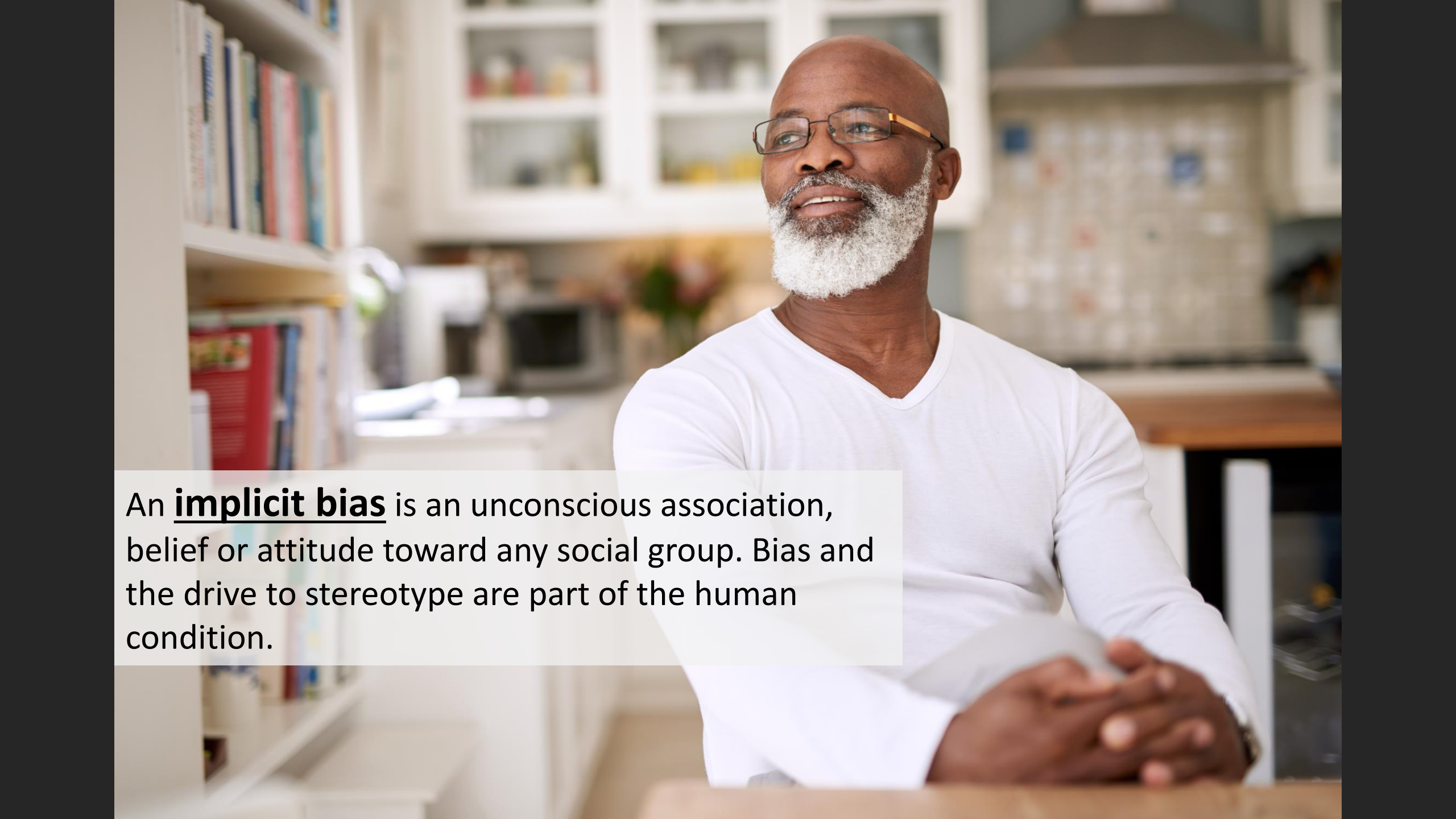
Becoming an ally starts with realizing we don't fully understand what it's like to live any life other than our own.

## Quick Poll


# Allies....

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- a. amplify voices
- b. actively seek feedback
- c. educate themselves
- d. don't assume
- e. all of the above

A photograph of a middle-aged Black man with a full white beard and glasses, wearing a white long-sleeved shirt. He is sitting at a wooden desk in a home office, looking thoughtfully to the right. The background shows a bookshelf filled with books and a blurred kitchen area. A semi-transparent text box is overlaid on the lower-left portion of the image.

An **implicit bias** is an unconscious association, belief or attitude toward any social group. Bias and the drive to stereotype are part of the human condition.

A group of people are shown from the chest up, holding hands in a circle. The image is dimly lit and has a dark overlay. The people are wearing various shirts, including a yellow one on the left and a white one with blue stripes on the right. The text is overlaid on the center of the image.

Becoming an Ally to  
Black, Indigenous, and People of Color

Understand Systemic Racism  
Differentiate Between Diversity & Inclusion  
Advocate for Change  
Be a Career Sponsor



# Becoming an Ally to the LGBTQIA+ Community

Understand Terms  
Broaden Your Vocabulary  
You Don't Have to Know...

1 in 4 transgender people have lost their job due to bias  
National Center for Transgender Equality





## Cisgender:

A person whose sense of personal identity and gender corresponds with their birth sex.

Lona Currie  
RecoverySoulfood.com  
Youtube.com/RecoverySoulfood

*If you are Ready to tear  
down the limitations of  
your old identity & find out  
what you are Truly  
capable of in this Life-then  
You Are In the Right Place!*

Real talk, with  
Lona Currie

I SPEAK  
RECOVERY





# Becoming a Mental Health Ally

Choosing Your Words | Actively Listen  
| Empathize | Educate Others

# Empathy for Individuals Living with Mental Health Challenges

Why would it be offensive to say,  
“That’s crazy!”?

Crazy  
Unhinged  
Psychotic  
Cuckoo

Insane  
Nuts  
Mental Case  
Schizophrenic

# Ally Across the Generations

Appreciating Lived Experiences | Mentorship In All Directions

	The Silent Generation	Baby Boomer Generation	Generation X	Generation Y or Millennials	Generation Z
Born	1922–1945	1946–1964	1965–1980	1981–2000	1995–2015
Core values	Respect for authority	Optimism	Stimulation	Realism	Uniqueness
	Compliance	Acceptance	Self-reliance	Self-direction	Authenticity
	Dutiful	Workaholism	Informality	Goal-focused	Creativity
	Custom	Stimulation	Skepticism	Purpose	Shareability

# Becoming an Ally to Women

Observe | Listen vs. Solve | Sponsor



**Who's In Charge?**

**She is in charge.**

# Allies for Individuals Living with Disabilities

Don't Assume | Ask before Helping | Develop Relationships



How do you signal  
you're an ally to others?

When Words Don't  
Match Actions

Impacts of  
Performative  
Allyship





Allies amplify  
other voices.

*“Hang on a sec – I want to make  
sure we understand Tarik’s point  
before we move on.”*



Allies **actively** seek feedback.

*Ally status is bestowed. You can't earn it if you don't know how you are doing.*

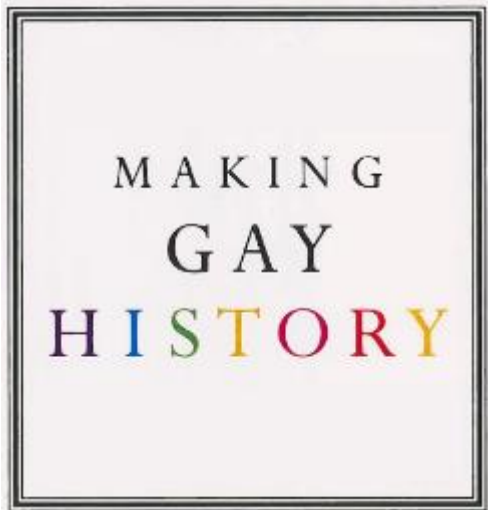
Though you may feel more at ease working with people who share your background, **don't be fooled by your comfort.**

- David Rock

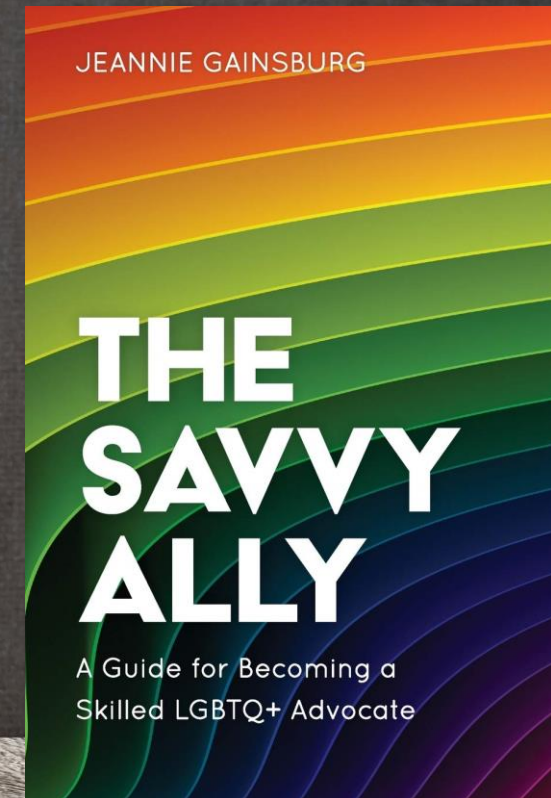
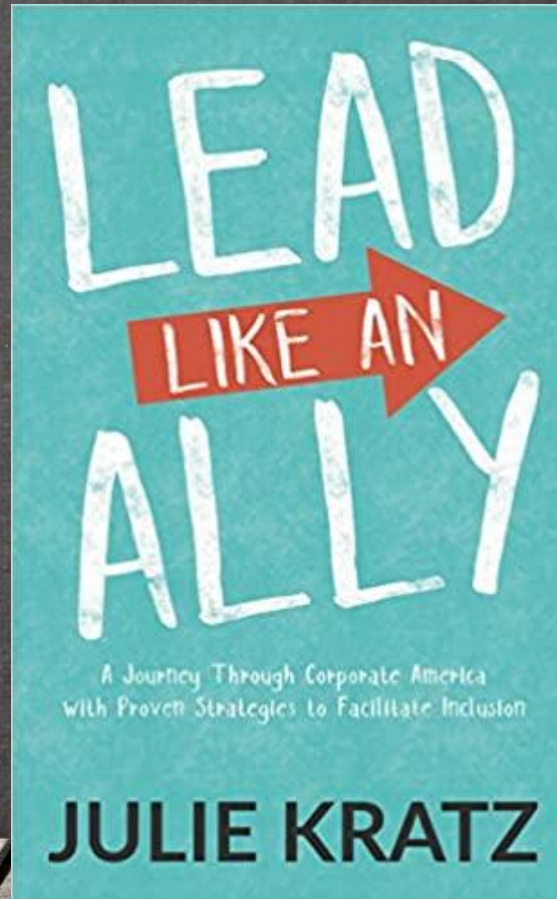
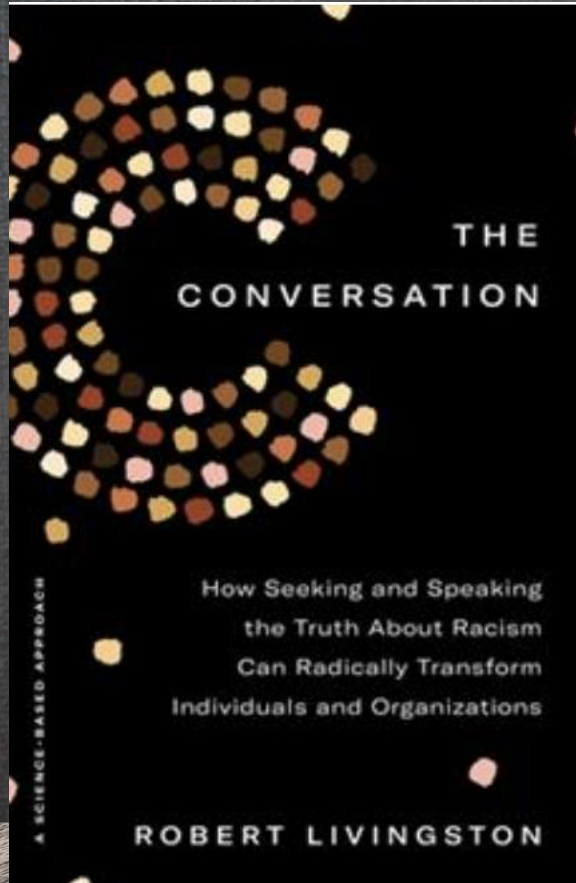


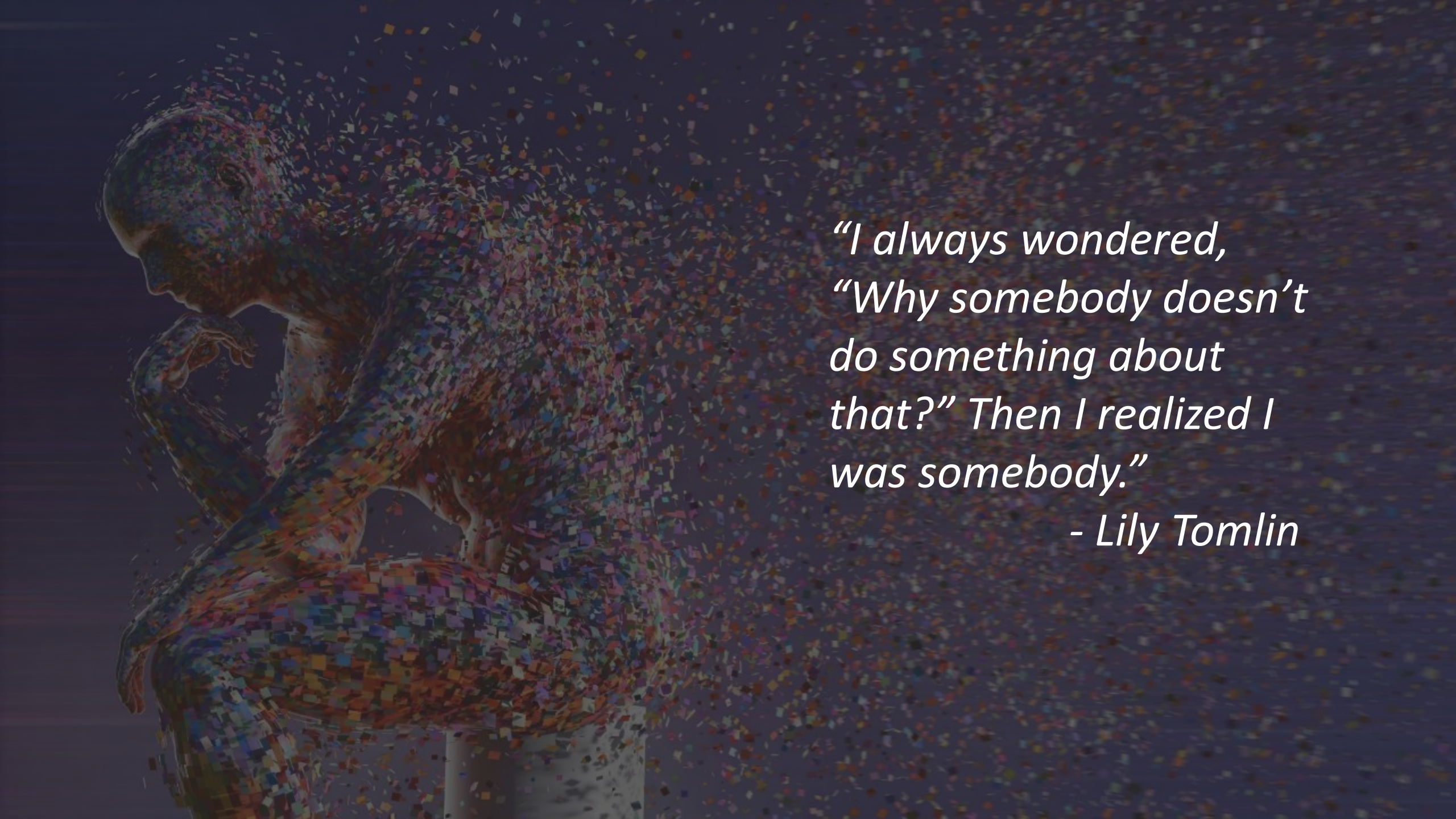


# Listen



# For Your Bookshelf





*“I always wondered,  
“Why somebody doesn’t  
do something about  
that?” Then I realized I  
was somebody.”*

*- Lily Tomlin*