

Allyship Is For Everyone



Agenda



What is an ally?

Why is being one important?

Workplace benefits of allyship

How do you become one?

Examples of allyship

What is an ally?

An **ally** is a person who actively supports and advocates for individuals or groups. Being an ally means using one's privilege, influence, and resources to challenge inequities, promote inclusion, and amplify the voices of those who may not feel empowered.



Why is allyship important?



Allyship bridges the gap between those of differing communities, allowing for more mutual understanding and equity into the environment



Allyship works to level the playing field for people of different backgrounds and different amounts of privilege.



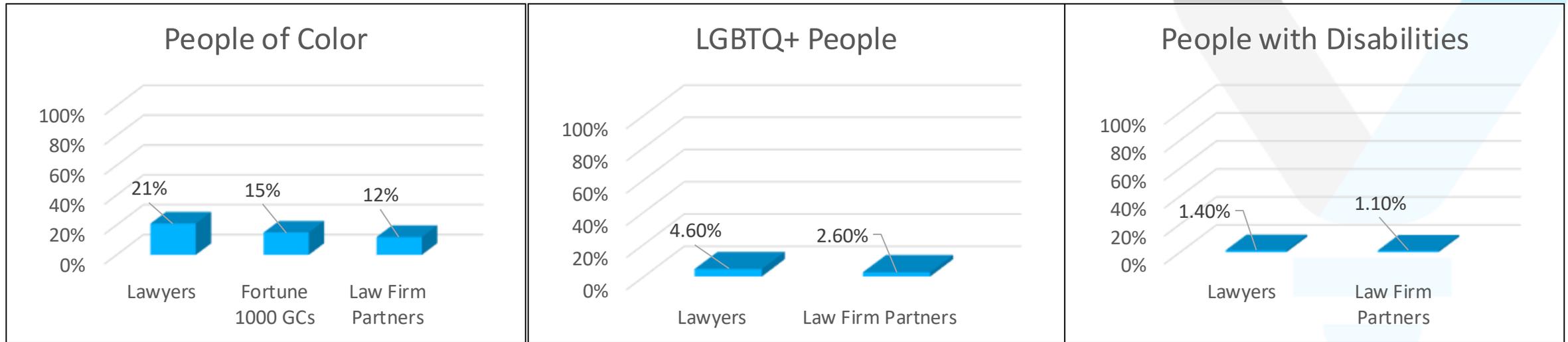
Allyship opens the opportunity of success to so many more individuals who have the capability to alter the industry for the better and who simply need the platform to do so.



Stats show a need for allyship

Women made up almost 50% of law school classes in 2000, but today fewer than 28% of law firm partners are women.

For other groups, today:



The benefits of allyship

- Creating an environment where all voices are heard aids in inspiring and granting employees the confidence that leads to **increased performance and ambition**
 - "Of the 52% of Gen Zs and millennials who feel empowered to **drive change** within their organizations, 89% of Gen Zs and 90% of millennials say they feel a sense of belonging" ([THE DELOITTE GLOBAL 2022 GEN Z & MILLENNIAL SURVEY](#))
 - "36 percent higher likelihood of **outperformance on EBIT margin** for top quartile companies for ethnic and cultural diversity on executive teams" ([McKinsey & Company](#))
- Helps employee **retention**
 - Creating a safe environment allows employees to feel more welcome and valued
 - Employees feel more connected to the culture and their coworkers, encouraging them to stay
- A more balanced community has economic benefits
 - Emphasis on community and equity creates a larger pool of diverse contributors with unique talents, leading to a more meritocratic environment



The benefits of allyship

- Championing opportunity makes way for **innovation**
 - Multiple perspectives at the table increases **critical** and **divergent** thinking
 - Helps **problem-solving** as more approaches and strategies are discussed
 - Different perspectives also allow for more **aware/effective decision making**
 - Different backgrounds may be able to better understand and thus help appeal to the different markets that may be considered by a business
 - "Inclusive decision making leads to **better business decisions up to 87 percent** of the time" ([Cloverpop](#))
- A tighter sense of community helps with internal conflict
 - Feeling safe allows people to properly voice their discomfort or concerns, allowing for less miscommunication/assumptions and more efficient conversations as honesty replaces hostility



The Ally Continuum



BYSTANDER

GOAL

APATHETIC

Does not understand and/or recognize the issues others face nor how they feel

AWARE

Understands how others may feel and what they face but does not take concrete action to support these people

ACTIVE

Supports others when asked to directly by someone else but not on their own volition

ALLY

Actively seeks out ways to provide opportunities and support to build communities even when not asked

How do you become an ally?

| Be an active listener | Research and understand | Take accountability | Take action |
|--|--|--|--|
| <p>Give those who do not have the platform, the opportunity to speak their mind in all settings. Acknowledge their experience instead of trying to poke holes into it. Support them and encourage them to speak out in spaces they may not have previously had a voice in.</p> | <p>Do research at home about the communities you may not belong to and understand your privilege. Be curious, ask questions to help your genuine understanding. Deeper understanding leads to a more mindful environment that feels more welcoming and approachable for all.</p> | <p>Taking accountability for when you offend someone or a community through your actions is pertinent to helping them feel recognized and for internalizing why certain words or actions may be derogatory towards others.</p> | <p>Use the privilege or power you have to take concrete actions that would benefit underrepresented communities. This could be many things like defending them from bigotry in the office or making resources more accessible to them.</p> |

Examples of allyship in and outside of your discipline



Working with someone and informing their boss that their work was excellent and should be rewarded or acknowledged. You can take it a step further and even ask to work with this individual more for future projects to emphasize their skill.

Circling back to an idea a woman had during a conversation after she was dismissed or ignored by peers. If you agree, you can speak up and defend her opinion so she does not feel as isolated and can feel safe to continue to speak up.

Calling out charged language in conversation, even if no one of the targeted group is within earshot to notice. By making the people around you stop regardless of the context or who is hearing, you are able to authentically improve the overall consistent work culture.

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