

being an ally

IT'S ABOUT WHAT YOU DO



HOW YOU'LL GET THE BEST FROM THE SESSION

1 **COME WITH CURIOSITY**
we're coming to the session with our own worldviews and experiences - it's not about right or wrong, it's about piecing together what we know to learn more

COME WITH COMPASSION
for me, kindness is about giving the space to someone to be who and how they need to be in that moment; this allows us and others to access our full self as safely as possible

2

3 **COME WITH COURAGE**
we're all trying to make sense of this together so it's completely OK to ask the 'stupid' or 'hard' questions - if you're up to it, be brave and ask! we'll never know otherwise...

Allyship Goal #1

REPRESENTATION IS THE IDEAL

authentically

Allyship Goal #2

CREATE PHYSICAL

AND PSYCHOLOGICAL
SAFETY

authentically

Allyship Goal #3

GET COMFORTABLE
WITH



GIVING AND RECEIVING
FEEDBACK

authentically

Allyship Goal #4

**CREATING AND
CELEBRATING
THE NEW NORMAL**

authentically

Allyship Goal #5

DO YOUR OWN WORK

OWN YOUR BAGGAGE

authentically

SCENARIO ONE

You are at a family wedding. It's been late enough in the day that some members of the party are tipsier than they should be at this time of the day. Over canapes, you can hear that family member you find a little too obnoxious, even without the booze, making loud comments about how immigrants are ruining the country.

What is your gut reaction?

What could you do?

SCENARIO TWO

You are on yet another team video call. Your coffee is getting cold and the post-lunch lull has kicked in. The meeting hasn't started yet and people are making small talk as others are still arriving. You're half paying attention when you hear a colleague ask the latest edition of the team, "but no, where are you really from?"

What is your gut reaction?

What could you do?

SCENARIO THREE

You're having some downtime and mindlessly scrolling through your social media. As you swipe through, you notice that a senior colleague of yours has been sharing some problematic views over a period of time. You check their profile and they have included the statement that "these views are my own".

What is your gut reaction?

What could you do?

SCENARIO FOUR

You have heard that there are some progression opportunities coming up at your place of work. You think of some excellent potential candidates so you send them the link. You get a response back from one of them. They feel that, as a white male, they are excluded from the role because the advert says that it welcomes applicants from Black, Asian and Minority Ethnic communities.

What is your gut reaction?

What could you do?

SCENARIO FIVE

Whilst having an informal check-in with a colleague that you're close to (beverages and baked goods included), they disclose to you that they have been consistently experiencing non-violent microaggressions from another colleague. They're not sure that it's racially motivated but suspect it might be so.

What is your gut reaction?

What could you do?

ALLYSHIP ARCHETYPES



The Sponsor



The Confidant



The Champion



The Upstander



The Amplifier

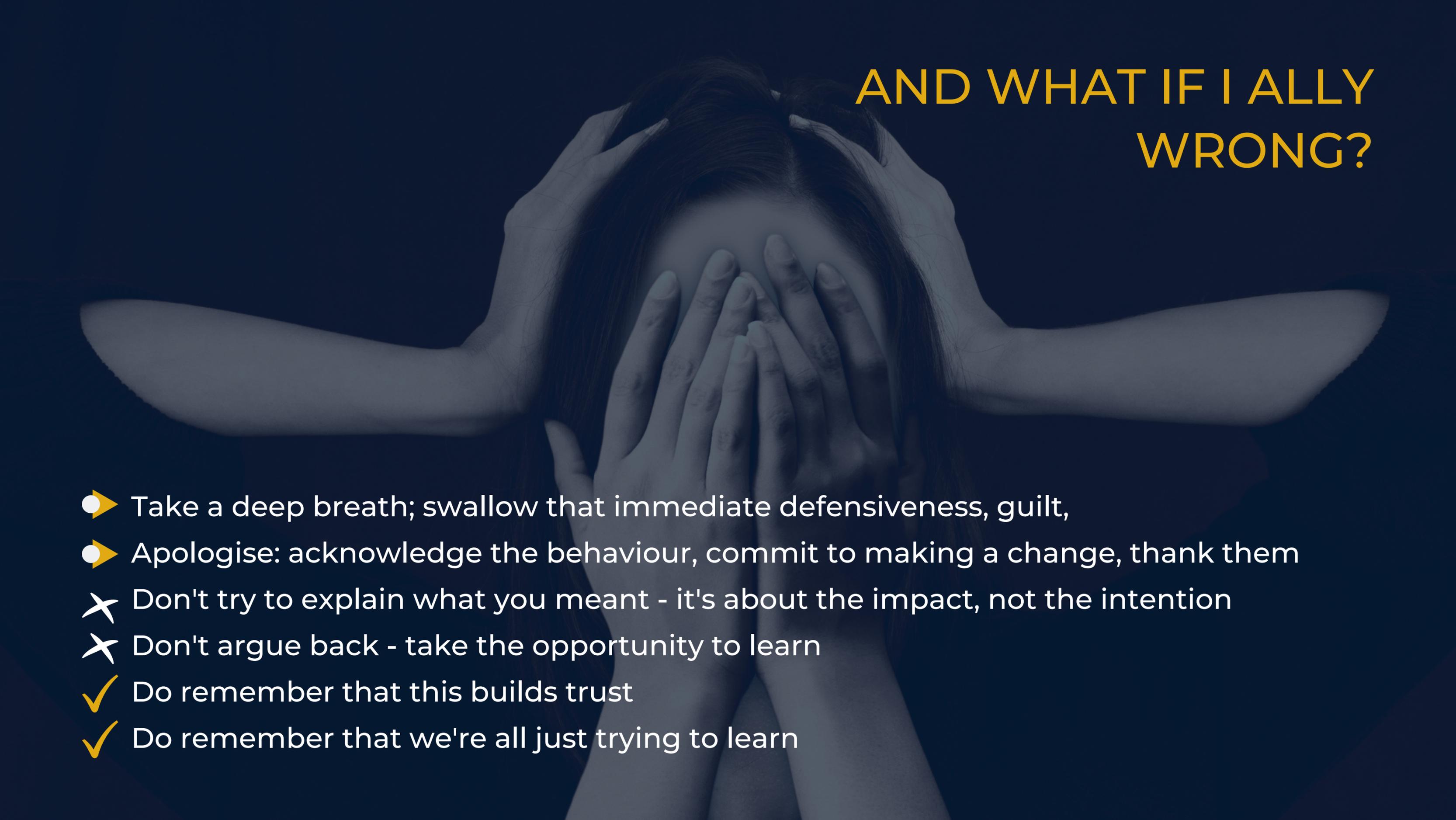


The Advocate



The Scholar

*Adapted from
Better Allies, Everyday Actions to
Create Inclusive, Engaging
Workplaces by [Karen Catlin](#)*

A person with long dark hair is shown from the chest up, covering their face with both hands. Their arms are extended outwards, and their hands are pressed against their forehead and cheeks. The background is a dark, solid color.

AND WHAT IF I ALLY WRONG?

- ▶ Take a deep breath; swallow that immediate defensiveness, guilt,
- ▶ Apologise: acknowledge the behaviour, commit to making a change, thank them
- ✘ Don't try to explain what you meant - it's about the impact, not the intention
- ✘ Don't argue back - take the opportunity to learn
- ✓ Do remember that this builds trust
- ✓ Do remember that we're all just trying to learn

authentically

RESOURCES:

[LOUCHIU.COM/CROWD-SOURCED-ALLYSHIP-RESOURCES/](https://louchiu.com/crowd-sourced-allyship-resources/)

COMMUNITY OF PRACTICE NETWORK:

EMAIL ME TO JOIN

WEBSITE:

[LOUCHIU.COM](https://louchiu.com)

EMAIL:

[HELLO@LOUCHIU.COM](mailto:hello@louchiu.com)

FIND ME ON:

LINKEDIN, TWITTER, INSTAGRAM AND FACEBOOK
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GOOD LUCK!