

How to Support your Team By Being an Ally (Being Better Not Bitter) Nichole McIntosh

Who or what is an ally?

“Being an ally means consistently acting to support people from marginalised or under-represented groups and working to build a more inclusive working environment.”

“Allyship is an opportunity for us to have a greater understanding of our society and how other people experience it, allowing us to develop greater compassion and empathy in tandem”

Read more here: [Law Society Inclusion Allies](#)

The heart case:

- * Moral courage of those who need allies – my “maroon mindset” has helped me to find the courage to speak - watch more [HERE](#)
- * We need allies to have the courage to speak up for others who cannot speak up for themselves, doing it in the moment not privately afterwards
- * Social justice – a sense of personal responsibility to right the wrongs of the past
- * Recognising your Power and Privilege & standing in the gap
- * Being on the right side of history - not on my watch will injustice and racism be tolerated
- * Allies should advocate for those who need support but avoid being paternalistic & speaking for those who are able to speak for themselves
- * An ally’s presence can often be enough to stop injustice because those who belittle, harass & bully recognise they cannot rely on the silence of allies - they are therefore forced to behave in a civil & morally sound way

How to Support your Team By Being an Ally

The head 🧠 case:

- * The Black Lives Matter & #MeToo movements have forced people in positions of powers to realise they must personally step up to make organisations fairer & more inclusive - Read more [HERE](#)
- * White men can be effective allies to those employees by taking responsibility for their own behaviours, educating themselves about racism & privilege, getting & accepting feedback from people in underrepresented groups
- * Become confidants to & sponsors of women & people of colour & insist on diverse hiring pools & practices
- * Vigilantly watch out for bias at work, intervening decisively you discover it.
- * Work to build a community of other allies against racism & sexism. This TED paper [is a MUST read](#)
- * Microaffirmations - little ways that you can affirm someone's identity; recognise & validate their experience & expertise; build confidence; develop trust; foster belonging & support someone in their career
- * Microaffirmations can help mitigate & disrupt the harmful effects of historical oppression, systemic inequity, cultural marginalization & personal biases
- * Being an authentic ally - read more [HERE](#)