

# How to Be a Workplace Ally

*presented by Diversity Council of Delta Dental of NJ-CT*



**Allies are *collaborators, accomplices and coconspirators* who fight injustice and promote equity in the workplace through supportive personal relationships and public acts of sponsorship and advocacy.**



# All Levels Welcome

- Get honest with yourself about your privilege
- You don't have to be in a position of power to be an ally – be courageous
- Allyship is not a noun, it is a verb



# Educate Yourself

- Take the initiative to educate yourself on LGBTQ+ culture, history, and movements
- Do your homework...it can be easy to ask a member of the LGBTQ+ community about their experiences, but that unfairly burdens them with emotional and cognitive labor
- Confront complicity – research, read and become more knowledgeable



# Understand Your Privilege

- Though you may intend to show empathy, expressing guilt diminishes your allyship and further marginalizes the LGBTQ+ community
- Be conscious of your guilt and don't insert personal experiences into narratives that are not about you
- Ask for feedback to learn more

# And a word about praise...

- Don't expect it
- Value impact over attention
- Awaiting validation for doing the right thing is the opposite of being an ally

# Stay the Course

- Make yourself available, create space, listen generously and validate
- Being an ally is not a trend, to be an ally is to continue to advocate for the LGBTQ+ community, even when the month of June passes and the rainbows fade



# Speak Up

- Being an ally is knowing that you are contributing to a greater movement than yourself
- Don't wait for marginalized people to respond
- Be clear and decisive in calling out injustice, micro and macro aggressions, and marginalization
- Speaking up doesn't have to be confrontational



# Resources

- <https://www.glad.org/>
- <https://pflag.org/>
- <https://straightforequality.org/>
- <https://outandequal.org/>
- <https://www.lgbtmap.org/>
- <https://www.genderbread.org/>

Thank You.