

HOW TO BE AN ALLY

A SHORT GUIDE



WHO IS AN ALLY?

- A person who is aware of their advantaged status in a specific domain and uses it to actively support and include people in less advantaged positions
- Any individual who actively encourages and aspires to advance the culture of inclusion by making deliberate, constructive, and mindful actions that support the whole community

WHAT IS ALLYSHIP?

- A lifelong process of establishing meaningful relationships with vulnerable communities based on trust, continuity and responsibility
- An intersectional experience: everyone can be privileged in some respects and vulnerable in others
- A growing opportunity thanks to meaningful social relationships
- Not a self-defined concept: work and efforts must be recognized by those receiving support

HOW TO BE AN ALLY?

1. Make yourself aware of privilege and social injustices

As a first step, recognise systematic inequalities/inequities and realise impact of micro-aggressions. Understanding and acknowledging privilege can be a complex process. Ask yourself if and how you benefit from any kind of privilege as well as acknowledge systemic and social mechanisms causing inequalities and exclusion. This exercise might be eye opening and it is the starting point to start using your position to help less privileged people.

Please always remember that this ability is neither innate nor automatic but requires daily exercise and effort. This is because we tend to act automatically and a self-awareness effort is necessary.

2. Acting on the awareness: be an ambassador and sponsor

Once you are aware of how systemic inequalities reproduce themselves daily through social exchanges, it is time to act.

Having realized your privilege, you can now speak out/up about any form of exclusion/discrimination against people from underrepresented communities and have their voices heard. Owing to a fear of retaliation or the lack of power or status, individuals from minorities might be unable to raise concerns.

Being an ally may also mean becoming a sponsor. This may mean championing colleagues from an underrepresented community to support their professional growth, improve career prospects and thus promoting inclusion and belonging within the organisation.

Sources

Creating Allies Creates Equity, But Are Allies Born or Made? ([neuroleadership.com](#))
Allyship - The Key To Unlocking The Power Of Diversity ([forbes.com](#))

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