

I AM AN ALLY

TURNING INTENTIONS INTO IMPACT

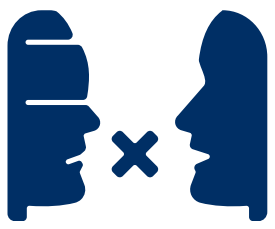
3 THINGS TO KNOW ABOUT PRIVILEGE

Your privilege and power change based on your social/geographic context.

Privilege changes with dimensions of diversity.

Having privilege doesn't make you bad; it's about using it for positive change.

ACTING IN ALLYSHIP: PRACTICAL STEPS



Check your biases

Building equitable cultures requires checking both privileges and biases.



Listen Actively

Practice the art of listening to understand the root cause of challenges.



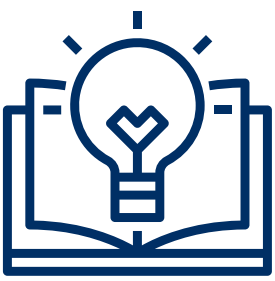
Don't be a saviour

Create space for equity-deserving voices rather than offering help.



Recognize diversity

Equity-deserving communities are not a monolith; embrace individual experiences.



Educate yourself

Resources abound online; it's not the responsibility of equity-deserving communities to educate.

IN THE WORKPLACE

- Repeat** and **acknowledge** good ideas.
- Ensure **inclusivity** in meetings and conversations.
- Believe** others' experiences.
- Address** inappropriate behaviour **in the moment**.
- Sponsor** someone with potential.