

Becoming an Ally and Upstander

Part Two of our Inclusive Leadership in Action Webinar Series



**Inclusive
Leadership
in Action**
webinar series

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BECOMING AWARE

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BECOMING AN ALLY
AND UPSTANDER

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BECOMING A
CHANGE AGENT



Simmons University
**Institute for
Inclusive Leadership**

Moderator Insights

from the desk of
ELISA VAN DAM
VP Allyship & Inclusion

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VP Allyship & Inclusion

Allyship: Small Actions, Big Impact

Our second session in the Inclusive Leadership in Action webinar series, *Becoming an Ally and Upstander*, really drove home for me how relatively small and simple actions can have a powerful impact. One of my favorite examples comes from panelist Dev Malladi who spoke of having what he calls “proximity conversations.” These are short one-on-one meetings with someone who is different from you, to learn about how they’re experiencing the culture in your organization.

My other key takeaways from the conversation are:

Get comfortable with yourself

- 1 Allyship starts with being comfortable in your own skin. That comfort gives you a lot of strength that allows you to be an ally for someone else. Also, when you’re comfortable with yourself, you disarm the fears of others. You create a space where people feel they have permission to ask hard questions and have deeper conversations that they typically would pull back from, or be fearful because they’re not sure if it’s a safe space.

Solidarity

- 2 Allyship is an act of interdependence in solidarity with the person or group you want to support. So it’s about building relationships, and building community over time. It means constantly scanning for where inequity might be happening and asking how we can use our solidarity to eliminate that inequity.

Beware of GIBO

- 3 We often suffer from what Dev calls GIBO, Great Intentions, Bad Outcomes. A simple example is scheduling calls during business hours for you, which is late at night for your colleague. When you get on the call, you thank that colleague for dialing in at night. Although that’s better than not thanking them, unless you actually change the time, it’s a classic example of GIBO. As an ally you have to strive to eliminate GIBO.

Just Ask!

- 4 If you’re worried about whether you might be in danger of providing unwanted or unneeded “help,” just ask! You could start off by saying, “I may not be asking this the right way, and/or my timing could be off, but here is my intent. How do I do this in a way that is supportive of you?”

Actions you can take in the next 10 days.



From Dev Malladi

Talk to somebody who is different from yourself. Ask them how they're doing, and how they're experiencing both work and life. Listen to learn, and then follow that up with, "how can I help you?"



From Amri Johnson

On a day to day basis, ask yourself - are my decisions, actions, and ways of being, helping the people that I am connected to and working with to thrive? And if not, what do I need to do differently?



From Michelle Taylor-Jones

If you see something, say something, and be a part of the change that you want to see. Stop sitting on the sidelines, jump in and help make change.

Elisa van Dam brings a wealth of experience in gender equity and inclusion to her role as head of the Allyship and Inclusion practice area.

Elisa works with organizations and individual leaders to increase their understanding and practice of inclusive leadership behaviors. In collaboration with other Institute Fellows, she creates and delivers research-based content and programming, based on our proprietary framework that demystifies the [Work of the Inclusive Leader™](#).

Elisa also maintains a private coaching practice, working with women on how to successfully navigate maternity leave. She is an IPEC Certified Professional Coach and holds an ICF (International Coach Federation), ACC certification. She is also a Gallup-Certified Strengths Coach.

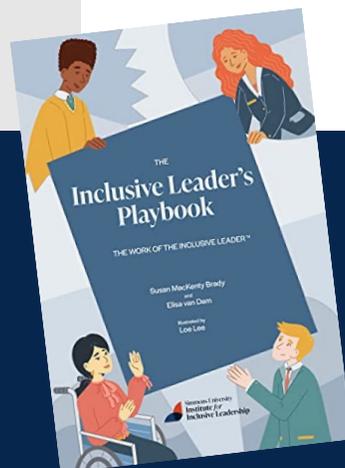
Elisa van Dam is the co-author of *The Inclusive Leader's Playbook: The Work of the Inclusive Leader*.

Participant Suggestions

- ✓ Share information on National Holidays with colleagues
- ✓ Spend more time listening and asking questions.
- ✓ Add a question to skip levels to speak to allyship...how can I help you bring your full self to work? What do we still need to change?"
- ✓ For World Mental Health Day on 10/10, talk about resources
- ✓ If you see someone struggling, ask how you can help

This easy-to-use guide offers a wealth of tips and techniques for fostering a mindset of inclusion and creating a culture of equity in your organization. It will help you increase engagement, foster creativity and innovation, and benefit from all of the talent in your organization.

Available on Amazon.



SIMMONS UNIVERSITY
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Inclusive Leadership**

Our goal is to manifest equity in leadership in our lifetime by fostering gender parity and cultures of inclusion. We offer innovative research, events and leadership programming that empower inclusive leaders at all levels.

To learn more visit: www.inclusiveleadership.com