



**Office of Planning
and Development**

Diversity, Equity, Inclusion, Justice, Accessibility (DEIJA)

Brought to you by the OPDCI DEIJA Working Group

An Office of New York Department of State

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allyship:

“A LIFELONG PROCESS OF
BUILDING RELATIONSHIPS
BASED ON TRUST, CONSISTENCY,
AND ACCOUNTABILITY WITH
MARGINALIZED INDIVIDUALS
AND/OR GROUPS OF PEOPLE.”

- FORBES



“If you want to go fast, go alone.
If you want to go far, go together.”
African Proverb

What is it?

Allyship refers to the **actions, behaviors, and practices** that we can each take to **support, amplify, and advocate** with others, especially with individuals who don't belong to the same **social identity groups** as ourselves



What is privilege?

Privilege is having certain social advantages, benefits, or degrees of prestige and respect by virtue of belonging to certain social identity groups.



Something important to note...

Allyship is not being a savior.

By being an ally, we are not saving anyone; we are using our **privilege** to help others when possible



Does it work?



Employees of organizations that foster strong allyship and inclusion cultures are **50% less likely** to leave **75% less likely** to take a sick day

50% more likely to improve their performances and up to **167% more likely** to recommend their organization as a great place to work.

45% of males and 54% of females **research a business's policies on diversity and inclusion** before accepting a job.



How do we enhance allyship?

Listen

Be present & support

Practice cultural humility

Avoid categorizing

Be adaptable



Breakout Group Exercises

Today's exercises will provide you with:

- An opportunity to share in a comfortable, open and fun way
- Time with your peers to share and learn

Rules:

- Allow your facilitator to guide you through the exercises
- Embrace each persons unique ability to interpret and understand
- Honor our collective time by giving each other time and space to share
- Have fun!
- Laugh 😊

Bringing it back to the whole group...

Thank you for all of your participation during the smaller breakout groups!

We will now bring all of our ideas back to the entire group and share out what we heard

Appreciation Inclusion



Build an Inclusion
Climate



Champion Change

Allyship Success Stories

May 2023 Unity Summit

Today

Assisting / Supporting
Bridging / Connecting

8 Ways to be an Ally



Start by doing NO harm



Give me your full attention



Don't interrupt



Echo and Attribute



Learn the language I use to describe myself



Advocate for underrepresented people in small ways



Change someone's life-be there



Listen & Learn and then normalize these behaviors

Thank You for Joining!

We hope you had a great time learning, sharing, and conversing
with your peers 😊

If you have any questions or comments, please email
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Presentation created by NYS DOS OPDCI DEIJA Team

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<https://forms.office.com/g/mr0qWUm77j>

Allyship Resources

- [Molly Q. Ford + Willie Jackson: Steps to Being an Ally – YouTube](#)
- [We're All Allies - Molly Q. Ford & Willie Jackson, The Culture Conference](#)
- [What Is Allyship? Your Questions, Answered | CCL](#)
- [Allyship - The Key To Unlocking The Power Of Diversity \(forbes.com\)](#)
- [7 Ways to Practice Active Allyship \(hbr.org\)](#)
- [allyshipdefinition_handout.pdf \(ocadsv.org\)](#)
- [Authentic Allyship in the Workplace: How To | NKD](#)
- [Be a Better Ally \(hbr.org\)](#)