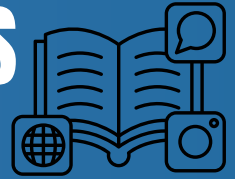


# A.L.L.I.E.S. ACRONYM

## A

### ACCESS & OPPORTUNITIES

- ASK MARGINALIZED INDIVIDUALS FOR INPUT & ACCOMPLISHMENTS
- AMPLIFY THEIR IDEAS



## LL

### LISTEN & LEARN

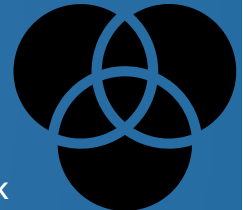
- ASK MARGINALIZED COLLEAGUES ABOUT THEIR EXPERIENCES
- EDUCATE YOURSELF BY ATTENDING DIVERSITY TRAINING AND OTHER-RELATED EVENTS



## I

### INCLUDE & COLLABORATE

- INVITE MARGINALIZED COLLEAGUES TO SOCIAL OUTINGS, ATTEND THEIR PRESENTATIONS
- MENTOR OR SPONSOR THEM --> AND GIVE THEM HONEST FEEDBACK



## E

### ENCOURAGE BALANCE

- KNOW AND USE FAMILY-FRIENDLY POLICIES
- BE MINDFUL OF FORMAL ACTIVITY TIMES
- LET WOMEN DECIDE IF THEY ARE/ARE NOT BUSY



## S

### SHARE

- SHARE WITH YOUR COLLEAGUES THE CHALLENGES OF EQUAL OPPORTUNITIES
- VOLUNTEER IN COMMITTEES AS AN ADVOCATE FOR DIVERSITY



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