



## WORKING TOGETHER: HOW LEADERS CAN USE THE SCIENCE OF DIVERSITY, EQUITY, & INCLUSION

### 4 ESSENTIAL TIPS FOR EFFECTIVE ALLYSHIP

There are a variety of actions that allies can take to be effective in the workplace. These behaviors include the following:



#### **Educate Oneself & Become Aware**

Do not rely on targets for education on subjects, rather seek out your own educational material. Ensure that you learn about biases and rely on many diverse sources in your acquiring knowledge.

01

#### **Fight Conformity**

Speak out against discrimination, because many people are so afraid to do so. Speak out when someone says or does something discriminatory. Silence can be violence.

02

#### **Assume Psychological Standing**

Find your stake in the matter. Know that promoting DEI and fighting discrimination benefits everyone, not just targets. Encourage others to act by acting first!

03

#### **Stand Up in the Absence of Targets**

Stand up to discrimination not only in the presence of those being targeted, but but also when those targets are absent.

04