

Summary

Text type
Title
The TED Talk entitled "3 Ways to be a Better Ally in the Workplace", given by
Author/Speaker
Melinda Epler, tells us the importance of "allyship" in the workplace and the way to achieve productivity, innovation and profit by advocating it. *Topic/major issue + outline*

Key term 1 By sharing her worst experience in her dream job, Epler brings us to the concept of Microaggressions, which she was introduced by an article when she faced ignorance and neglect in her job. Discovering that a lot of people are suffering from Microaggressions and are facing obstacles such as gender, races, religions, which are put by society, Epler proves that there are always people who are less privilege than us and we all need help. *Key term 2* The help accessible may be the allyship we can build for each other. For the benefits to help in this way, she verifies it from different perspectives such as business, social justice and kids' *Use concise language to summarize key information*

future. Epler strengthens that everyone has their own reason, and we should stand up to be there for someone needs us. *second big issue discussed in the talk*

To improve the situation and take actual actions, Epler lists out the 3 possible ways to build allyship in a workplace. The first point is to start by doing no harm. By various specific behaviors such as paying more attention and learning others' identities and languages, Epler *some important examples/specifications* says that we may try our best to be not offensive and be a cooperative ally. What's more, she encourages us to advocate underrepresented people in small ways, which means normalize allyship in our life. Encouragement, invitation and proper intervention may be helpful as Epler introduces. Gradually, these behaviors may change someone's life as we can be the sponsors, mentors or volunteers in our groups or companies, transforming the unit into a better one.

With anticipation and passion, Epler shows us the possibility of building a harmonious and supportive workplace with allyship in her speech.

Key ideas + contribution

Response

As Melinda Epler mentioned in her TED Talk “3 Ways to be a Better Ally in the Workplace”, building allyship in a company is a powerful strategy. I was deeply impressed by the effectiveness of the allyship, and I also think of the concept of equality which should be aware of throughout the process.

I agree with Epler’s idea about the positive effects that allyship in a workplace can bring to the whole. When it works in a company, we may feel the sense of belonging, helping us to build relationship with colleagues and work with an active mode. The similar form of relationship may be seen and practice in the university orientation activities, where senior students formed in groups to show welcome and give instructions to the freshmen. This kind of positive atmosphere-building should not be limited in companies or schools. We should apply this thinking mode and attitude to our behaviors in the society such as being equipped with an open mind, accepting and respecting all kinds of people from different background and trying our best to offer help to each other. It was not only for the future possible opportunities for citizens, but also for the accomplishment of an ideal society where everyone can share with each other and be optimistic.

Nevertheless, as Epler herself mentioned in the Talk, the people who are “less privilege” are the people we should offer our help to. In my opinion, the thought of recognizing those people itself is a kind of prejudice and discrimination towards them. We should kindly show our willingness to build allyship with all of the people in need regardless of their certain identities. That also means we should not put ourselves always in a higher position to save others since we are people in need of allies too. We are expected to not to regard allyship as the combination between the stronger one and the weaker one.

Allyship should be the proper way for us to show our care and responsibility for our work based on the real respectfulness and equality between each other.