



## Actioning allyship

Allyship is the practice of empathizing with the experiences of systemically disadvantaged groups, looking out for biases, and actively using your voice and power to advance equity. Allyship is a personal responsibility and life-long journey. It is not a destination or self-assessed title; others should see you as an ally.



### Allyship capabilities

Disrupts the status quo	Shares power	Improves continuously
<ul style="list-style-type: none"><li>● <b>Aware:</b> Understands the pervasiveness of oppression in society, can identify it, and seeks out information to proactively fill gaps in knowledge.</li><li>● <b>Accountable:</b> Holds self, peers, and organization accountable by practicing integrity and actively seeking to challenge, eliminate, and prevent oppression.</li><li>● <b>Bold:</b> Respectfully intervenes in non-equitable and non-inclusive situations. Re-evaluates and challenges, as appropriate, existing behaviors that maintain the status quo.</li></ul>	<ul style="list-style-type: none"><li>● <b>Power cognizant:</b> Recognizes one's own power and ability to reshape exclusionary and oppressive power structures to advance equity.</li><li>● <b>Empower:</b> Elevates the ideas and strengths of those from systemically disadvantaged groups, even when they're not in the room. Knows when to take a "backseat" and allows others to share their voices. Invites others into the conversation who may be overlooked or voiceless.</li><li>● <b>Power imaginative:</b> Uses influence to dismantle exclusionary systems, policies, practices, and values</li></ul>	<ul style="list-style-type: none"><li>● <b>Lifelong learner:</b> Increases self-awareness around oppression/oppressive systems. Seeks new information to broaden one's perspective and serves as a teacher by sharing the new ideas one learns.</li><li>● <b>Evolving:</b> Consistently learns and unlearns and is committed to an ongoing journey of questioning one's own mindsets and behaviors. Comfortable with being uncomfortable and growing from mistakes.</li><li>● <b>Empathetic:</b> Practices active listening. Asks questions and seeks out feedback recognizing there is always something one can learn to broaden one's perspective. Creates spaces for conversation around cultural, organizational, and personal events affecting systemically disadvantaged groups.</li></ul>

### Allyship foundation: Leading inclusively

At Deloitte, we believe that all professionals should lead inclusively. The **Six Signature Traits** of Inclusive Leadership should be at the core and serve as the foundation of ongoing allyship practice.



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