



Challenge

Think about the actions you can take; questions that prompt self-awareness and what you can do to increase your awareness and help drive accountability throughout the team and the firm. **Choose at least one action to consciously try this week.** Reflect on what you tried. What was the impact? What did you learn? What do you need to unlearn? Come to Studio 2 prepared to build on that experience.

Ask



WHAT CAN YOU ASK YOURSELF TO INCREASE YOUR AWARENESS?

1

How aware are you of your identities and the advantages they come with? Take an **inventory for US Professionals** or an **inventory for USI Professionals**. How does your identity influence your world view? How do you see yourself? How do your identities influence the perceptions you have of others who are different than you?

2

Think about a time that something happened and you didn't speak up? **Why didn't you intervene?** Fear? Uncertainty? Know-how? Level/role? Relationships? Review the tips for overcoming common stumbling blocks. Pick one to consciously focus on as you try out new allyship behaviors.

3

How committed are you to disrupting the status quo, even if it means facing potential resistance from others? How will you handle any resistance from others? Think about one situation where you could potentially intervene—**what resistance might you encounter?** What response do you want to have ready?



Act

WHAT ACTIONS CAN YOU TAKE TO HOLD YOURSELF & OTHERS ACCOUNTABLE?

1

Educate your team using the tools and activities found at Deloitte Learning Resource page like Say This Not That, or the **"How do I Talk About?"** series.

2

Speak up in your circle of influence. Once one person steps up, there is a greater likelihood that others will do the same. Psychologically, seeing other people show kindness spurs us all to help others.

3

Canvas the **needs and preferences** of all attendees regarding time zones, font sizes, attendance options (virtual vs. live), holidays, food preferences, agenda ahead of time, etc. as a regular operating principle when you are the point person for a meeting/gathering.

Amplify



HOW CAN AMPLIFY ALLYSHIP BY BOLDLY INTERVENING ON BEHALF OF OTHERS?

1

Request a dedicated session on allyship for your team. Or, attend the program yourself and discuss what you learned in your next team meeting.

2

Show people that they matter with **micro-moments of allyship**—acknowledge, affirm, and create psychologically safe spaces for people to share. Say hello, show you care by connecting personally, give credit where it's due, reference what you've heard, ask for an opinion, be visibly present, etc.

3

Acknowledge people's contributions; when someone proposes a good idea, repeat it and given them credit. Socialize the idea outside your team giving recognition to the owner.