

Allyship

Capability Model

Disrupts
the Status Quo

Improves
Continuously



Shares
Power

Disrupts the Status Quo

Shares Power

Improves Continuously

Allyship is the practice of empathizing with the experiences of systemically-disadvantaged groups, looking out for biases, and actively using a 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 must see an individual as an ally.

AWARE

Observes and understands the pervasiveness of bias in society, can identify it, and seeks out information to proactively fill gaps in knowledge

ACCOUNTABLE

Holds self, peers, and organization accountable by practicing integrity and actively seeking to challenge and eliminate inequities

BOLD

Respectfully intervenes in non-equitable and non-inclusive situations. Challenges orthodoxies and behaviors that maintain the status quo

POWER COGNIZANT

Recognizes one's own power and ability to reshape inequitable systems, processes, policies, and values to advance equity

EMPOWER

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" so others can share their voices. Invites others into the conversation who may be overlooked

POWER IMAGINATIVE

Uses influence, voice or authority to effect change within inequitable systems, processes, policies, and values

LIFELONG LEARNER

Increases self-awareness around bias and inequitable systems. Seeks new information to broaden one's perspective and serves as a teacher by sharing the new ideas one learns

UNLEARN

Commits to an ongoing journey of examining one's behaviors and mindsets, understands origins, and seizes opportunities to adopt and practice more inclusive behaviors. Comfortable with being uncomfortable and growing from mistakes

EMPATHETIC

Practices active listening, asks questions, and seeks out feedback, recognizing their perspectives can always be broadened