



Challenge

Think about the actions you can take to remain committed to evolving your thinking as an ally. **Choose at least 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? What will you try next? Come to Studio 2 prepared to build on that experience.



Ask

WHAT CAN YOU ASK YOURSELF TO BROADEN YOUR OWN PERSPECTIVES?

1

What do you want to learn about allyship? Different cultures, communities, races, gender identities, abilities, etc.? **Choose one area to explore** and ask Siri or Alexa to find the latest news and articles.

2

What makes you feel **uncomfortable** about being an ally? **Uncertain of what to say or do?** Who do you know that is further along in their allyship journey? Ask them to share one piece of advice.

3

Who should you be **adding to your network** to expand your bubble? Who could you seek advice and feedback from that you wouldn't normally ask? Schedule a touch-base with that person.



Act

WHAT ACTIONS CAN YOU TAKE TO IMPROVE CONTINUOUSLY?

1

**Use correct pronunciation:** Getting someone's name right demonstrates respect. If you don't know how to say someone's name, just ask. Seek help from technology or try *Pronounce It*.

2

**Leverage the Supporting Equality site** to read, watch, or listen to educational resources that explore the lived experiences and voices of others.

3

**Admit when you don't fully understand** the lived experience of someone else and actively listen to their feelings.



Amplify

HOW CAN YOU AMPLIFY ALLYSHIP BY HELPING OTHERS TO IMPROVE CONTINUOUSLY?

1

Request or reserve time in a team meeting to screen a Deloitte **Can You See Me?** video at an upcoming team meeting to encourage team members to take a moment to walk in someone else's shoes and discuss insights about the impact of our everyday words and actions.

2

**Encourage 2-3 people to sign up for the Artistry of Allyship.** Together as allies, we can make an impact that matters to one another, our teams, our firm, our clients, and our community.

3

Follow at least two **#LinkedInTopVoices in gender equity or racial equity**. Then share an insight you gained from hearing their voices with two colleagues.