



## Allyship 2.0

### Key Findings

**Allyship is about listening and not monopolizing the conversation. It's about awareness and action. It's using privilege to be a powerful voice alongside an underrepresented community. It's constant education. It's accountability.**

### Steps to becoming an ally

- Learn (about what LGBTQI+ is and the challenges)
- Take culture and location into account (different approach in challenging locations)
- Make it easy to engage – leverage learning materials and your employee network
- Match to passion – “if you don't feel a personal connection you are more of a hindrance than a help”
- engage the “neutrals” – this is the biggest group, get them on board.

### Tips from panel:

- hold your organization accountable – honesty and transparency (Anne Roos – Min Foreign Affairs NL)

- collaborate and work together – there is power in numbers (Shell)
- allies make impact based on what they do to support LGBTQI+ Inclusion – even where there is no LGBTQI+ person present.

### **Feedback from audience**

ask for what you want – if you don't ask you won't get it  
expand reward mechanisms so that Inclusion is rewarded  
you get what you pay for – D&I and LGBTQI+ Inclusion should not be volunteer work

reference materials:

[The Straight for Equality Ally Spectrum - Straight for Equality 2020-Straight-Ally-Guide-Revised.pdf \(straightforequality.org\)](#)

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