



Workplace
Pride

May 26th International
2023 Conference
Spoorwegmuseum, Utrecht

Allyship 2.0

Anne-Roos Wasser (BuZa)

Mette Hersby (Shell)

Peter-Wim Gerssen (Shell)

Marijn Pijnenburg (IBM)

To be the catalyst that makes the world work better

We foster a culture of conscious inclusion and active allyship, where every IBMer can make a positive impact on society while bringing their authentic selves to work. We are building this through creating a more diverse workforce, cultivating a flexible work environment, enabling an inclusive culture, and advocating for equity, both inside and outside of IBM.



Employee Experience

We champion all diverse communities of IBMers and support every employee to thrive and bring their authentic selves to work.



Accountability

We harness data transparency to enable accountability, action and outcomes for increased diversity representation and inclusion at every level of our company.



Advocacy

We work to drive systemic change that creates opportunity for diverse communities.



Allyship

We provide training and support to help every IBMer be an upstander through inclusive behaviours.



Every IBM-er is asked to Ally. Both inside and outside IBM.



Cultivating a culture that embodies inclusive behaviours and practices

What does it mean to be an Ally?
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.





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ALLYSHIP SHELL



At Shell, our Powering Lives Goal is to become one of the most diverse and inclusive organisations in the world. A place where everyone feels valued and respected and has a strong sense of belonging.

OUR DE&I GUIDING PRINCIPLES

- This is for everyone.
- We will hold ourselves and others accountable.
- We will live our values.
- This is a learning journey.
- Progress is more important than perfection.
- **Active ALLYSHIP is critical.**



THE ALLY JOURNEY



- Being an ally can take many forms.
- The Ally Spectrum (Straight for Equality) recognises the different stages of being an ally:



The "I'm not really an ally... but I'll listen" Ally



The "I'm starting to get it" Ally



The "I declared I am an Ally!" Ally



The "I'm focusing my time on learning" Ally



The "I'm talking about LGBT equality!" Ally



The "I'm Super Ally! Let's change some laws and policies" Ally



Dutch Ministry of Foreign Affairs



Out There

HR: partner policies



**Workplace
Pride**

Measure & benchmark



Allies & visibility

Communication

D&I Action Plan





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AUDIENCE

MENTIMETER / QUESTIONS

ALLYSHIP 2.0 - Internal ally maturity

- Considering the Ally Spectrum below, where would you position your organisation when it comes to allyship **INTERNALLY**?



The "I'm not really an ally... but I'll listen" Ally



The "I'm starting to get it" Ally



The "I declared I am an Ally!" Ally



The "I'm focusing my time on learning" Ally



The "I'm talking about LGBT equality!" Ally



The "I'm Super Ally! Let's change some laws and policies" Ally



ALLYSHIP 2.0 - External Ally Maturity

- Considering the Ally Spectrum below, where would you position your organisation when it comes to allyship **EXTERNALLY**?



The "I'm not really an ally... but I'll listen" Ally



The "I'm starting to get it" Ally



The "I declared I am an Ally!" Ally



The "I'm focusing my time on learning" Ally



The "I'm talking about LGBT equality!" Ally



The "I'm Super Ally! Let's change some laws and policies" Ally



SMALL GROUP DISCUSSIONS (4-5 persons)

- What does next ALLYSHIP look like for your organisation?
- What are the key organisational shifts required to get to the next level?





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Allyship Tips: 10 Do's and Don'ts

Do:

Do activate a growth mindset to recognize your own privilege

You will use that privilege to lift others up.

Do confront your own biases

These biases, especially unconscious biases, influence your decisions and actions.

Do listen to as many voices as possible

Listen to the perspectives and experiences of those who are different than you.

Do amplify the voices of those without your privilege

Use your platforms to elevate those voices

Do opt for willful awareness

Learn about oppressive systems and inequality in which you are participating.

Don't:

Don't give up if you make a mistake

Be open to apologizing for and correcting your action.

Don't think that you are an expert on another community

Your role is to listen and learn.

Don't become defensive when provided criticism

Even if it is uncomfortable.

Don't make the conversation about you

As an ally, your voice should not be the loudest one.

Doing so can take the credit from the movement.

Don't rely on others to educate you

Actively research and seek out information on those for whom you are being an ally.

