

WHAT DOES IT MEAN TO BE #ALLIES?

A

ADVOCATE

Speak up in the moment to address microaggressions.

“Great point! Could you repeat it for everyone in case they missed it?”

L

LISTEN

Be present and ask questions to understand others’ perspectives.

“Can you share more about how you see this situation?”

L

LIFT

Highlight a person’s value to build their confidence.

“I really appreciate your insight—it made a big difference.”

I

INCLUDE

Work intentionally to include those not represented.

“Who’s missing from this conversation?”

E

ELEVATE

Amplify people’s voice, ideas, and growth and leadership opportunities.

“Your idea is great—how can I help create visibility for you?”

S

SPONSOR

Support others in their absence so they are considered for new opportunities.

“I know someone who would be really great at that!”

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