

# How to be a better ally by disrupting silence

By Aishwarya Nikam and Laura Chavira Razo

May, 2021



Identify

1

Role models of bystanders who have spoken up to learn from them



Find

2

Safe spaces to learn and practice:

- Do it
- Refine it
- Get feedback



Know

3

Where you stand:

- Identify your alternatives
- Know the anti-discrimination policies in your school and workplace



Learn

4

- To recognize discrimination
- To leverage your power
- The effects of acting or not acting



Accept

5

- The discomfort of learning
- The imperfection of your allyship



Seek

6

- Diverse social relationships

# How to enable allyship within your organization

By Aishwarya Nikam and Laura Chavira Razo

May, 2021



Shift

1

- Focus from Diversity to Inclusion
- Build metrics to measure inclusion efforts



Dismantle

2

- Echo chambers
- Encourage diversity of thought within D&I programming



Create

3

- Safe spaces for individuals to explore allyship
- Opportunities for learning and practice



Build

4

- Clear anti-discrimination policies
- Ensure easy accessibility of policies for all



Alleviate

5

The cost of social discomfort:

- Create a norm of disrupting silence
- Model allyship among organization's leaders



Enable

6

- Social inclusion across groups
- Sharing of culture and lived experiences