

Why is allyship in the workplace important?



Workplaces are not equally safe for all

REPORT

LGBT People's Experiences of Workplace Discrimination and Harassment

September 2021

Using survey data collected in May 2021, this report examines the lifetime, five-year, and past-year experiences of discrimination among LGBT employees. It is one of the first studies to look at LGBT employment discrimination during the COVID-19 pandemic and in the year following *Bostock v. Clayton County*.

The LGBTQ+ community is most likely to cover in the workplace

Source: Williams Institute (2021)

© Inklusiv
All rights reserved

Covering in the workplace



Appearance-based covering concerns how individuals alter their self-presentation—including grooming, attire, and mannerisms—to blend into the mainstream. For instance, a Black woman might straighten her hair to de-emphasize her race.



Affiliation-based covering concerns how individuals avoid behaviors widely associated with their identity, often to negate stereotypes about that identity. A woman might avoid talking about being a mother because she does not want her colleagues to think she is less committed to her work.

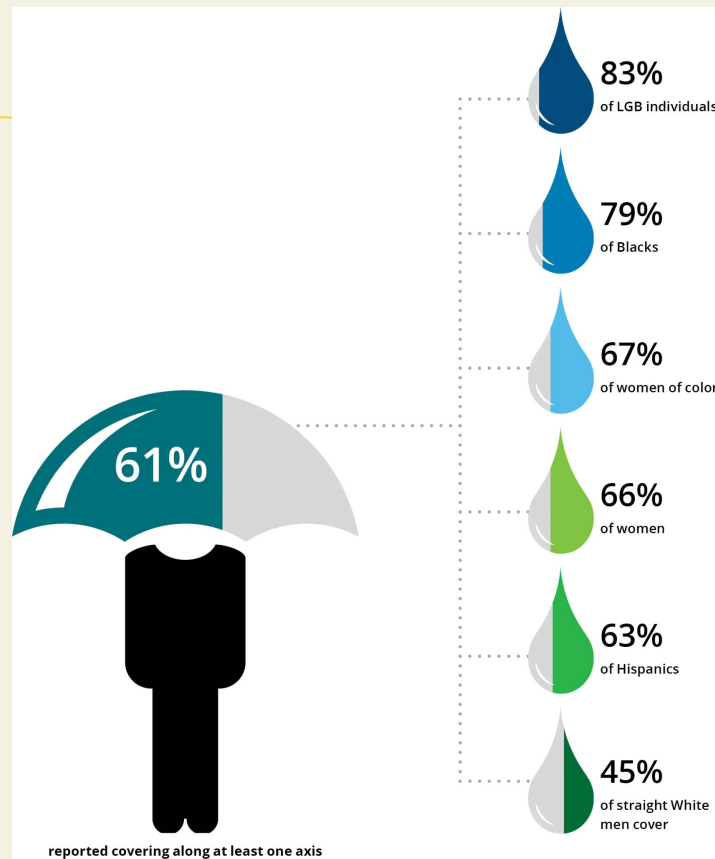


Advocacy-based covering concerns how much individuals “stick up for” their group. A veteran might refrain from challenging a joke about the military, lest she be seen as overly strident.



Association-based covering concerns how individuals avoid contact with other group members. A gay person might refrain from bringing his same-sex partner to a work function so as not to be seen as “too gay.”

Source: Deloitte (2019)



**It's ok to feel comfortable with
your privileges – it's what you
do with them that matters.**

Qualities of a good ally

Remain open, curious and
continue learning.

Be humble

about what you know and
what you don't

Show courageous behaviour
and always

Speak up

- even when it makes you feel
uncomfortable

**Advocate for
others;**

Ensure credit is given
where it is due.

**Share the
spotlight**

Listen

Be dedicated and
committed to

**actionable
change**

How can I intervene in a constructive way?

- Prepare for these kind of situations and practice in advance
- Consider what might be the best time to intervene - publicly or privately, immediately or later (but say something)
- Give the other person the chance to respond

“What do you mean?”

“How did you come to that conclusion?”

“Could you explain why you did that?”

“You might not have noticed, but...”

Avoid the pitfalls

- Don't expect others to teach you. Be proactive about your own learning.
- Don't take credit for the advancements that underrepresented groups achieved.
- Don't act as if you know best. Remain humble.
- Don't make it about you and the pain it causes you.
- Don't make assumptions.

Becoming an ally

Get comfortable with new and/or uncomfortable topics

Listen and build your understanding of how you can help

Take responsibility for action; explore ways of taking action; step outside your comfort zone

Push for change

Unaware

Aware

Active learner

Advocate

**Use your voice and power of
influence to bring up situations
that might be excluding others**

Key points from the group discussion

- Having a code of conduct can create a backbone for allyship
- Power imbalances
 - What do you do when the person who caused harm is your senior?
 - Having a workplace culture that gives everyone an equal voice can help avoid this problem
- Culturally in Finland, the older generation didn't always consider parental leave as something for all genders, but now there is more gender equality when considering parental leave
- Practice putting yourself in someone else's shoes and how the behaviour/comment would affect you.
- Ask people to clarify what they meant when they make a joke or comment that is seemingly more "subtle"
 - May cause them to reflect on what they said and how it caused harm
- Apart from these, community members also shared their personal experiences about situations when they practiced allyship.

Inklusiiv
for Business

Find out more:
inklusiiv.com

Thank you!



@inklusiiv



@inklusiiv



@inklusiiv



@theinklusiiv

@InklusiivFI

hello@inklusiiv.com

© Inklusiiv
All rights reserved