



## **Interactive Exercise:** Being an Ally: Supporting Inclusion and Diversity in NATS

**Objective:** The training aims to educate participants on the importance of being an ally and provide practical strategies for supporting inclusion and diversity in NATS.

**Duration:** 60 minutes

An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that benefit people as a whole.

### **Everyone has the ability to be an ally**

- white women can be actionable allies to people of color,
- men can be allies to women,
- cis people can be allies to members of the LGBTQI+ community,
- able-bodied people can be allies to those with different abilities,
- economically privileged people can be allies to those who are not and so on.”

### **Introduction:**

- Welcome members and explain the purpose of the exercise: to explore the concept of being an ally and its significance in creating an inclusive work environment.
- Start with an icebreaker activity to foster a positive and open atmosphere.

### **Part 1: Understanding Allyship**

- Define allyship: Explain that being an ally means actively supporting and advocating for individuals and groups who face discrimination or marginalization.
- Share examples of allyship in various contexts to help participants grasp the concept.
- Discuss the benefits of allyship, both for the individuals being supported and for the overall workplace culture.

### **Part 2: Identifying Marginalized Groups and Their Experiences**

- Introduce various marginalized groups, such as LGBTQ+ individuals, people of color, individuals with disabilities, and women in male-dominated fields.
- Facilitate a group discussion or use case studies to explore the unique challenges and experiences faced by these groups in the workplace.
- Emphasize the importance of empathy and understanding when supporting others.

### **Part 3: Barriers to Allyship**

- Discuss common barriers that may prevent people from being effective allies, such as fear of saying or doing the wrong thing, lack of awareness, or discomfort with difficult conversations.
- Offer strategies to overcome these barriers, including active listening, continuous learning, and open communication.

### **Part 4: Core Principles of Allyship**

Present the following core principles of allyship:

**1. Educate Yourself:**

- Emphasize the importance of self-education on issues related to diversity, equity, and inclusion.
- Provide a list of resources and recommended readings to facilitate ongoing learning.

**2. Listen and Learn:**

- Encourage active listening and empathy when engaging with individuals from marginalized groups.
- Stress the significance of hearing and understanding their experiences without making assumptions.

**3. Speak Up and Use Your Privilege:**

- Explain the concept of privilege and how it can be used to support others.
- Teach participants to use their platform and influence to advocate for inclusivity and challenge discriminatory behavior.

**4. Be an Active Supporter:**

- Highlight the value of being proactive in supporting colleagues from marginalized backgrounds.
- Discuss ways to provide visible and vocal support, such as participating in diversity and inclusion initiatives.

**5. Take Responsibility and Learn from Mistakes:**

- Emphasize that being an ally is an ongoing journey and that mistakes may happen.
- Encourage participants to take responsibility for their actions, apologize when necessary, and learn from missteps.

**Part 5: Interactive Scenarios**

- Divide participants into small groups and provide them with different scenarios that require allyship.
- Each group will discuss and come up with allyship strategies to address the situations presented.
- Share the scenarios and strategies in a group discussion to learn from each other's perspectives.

**Conclusion:**

- Summarize the key points of the training, emphasizing the importance of being an ally in creating an inclusive workplace.
- Invite participants to commit to incorporating allyship principles in their daily interactions.
- Provide resources for further learning and support in allyship.
- End with a positive and encouraging message, highlighting that allyship is a powerful force for positive change and an essential aspect of building a diverse and inclusive workplace.