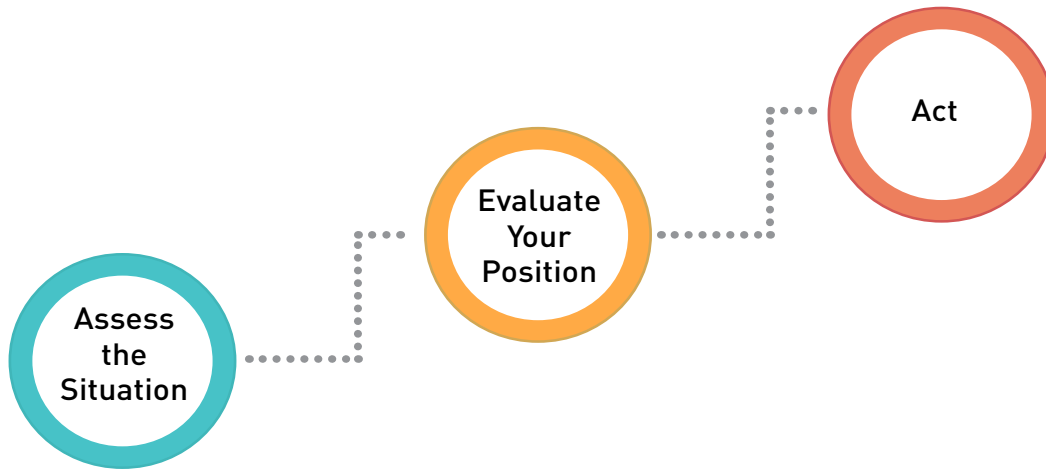


# Becoming an Ally: A Step-by-Step Guide



**An ally helps shape the culture around them, actively fostering an environment that is respectful, diverse, inclusive, and free of bias. As such, the ally can help ensure everyone in the organization has a secure sense of belonging.**

Becoming an ally takes practice. You must know how to advocate for and champion those who need support. Use the tool below to identify strategies for becoming an ally, so you can practice it regularly.



Strategies for Becoming an Ally	
<b>Assess the situation</b>	What do I see?
	What can I identify as fair versus unfair?
	What can I identify as an opportunity for development?
	Are other people observing this?
	What are some of the organizational politics that might impact this?



<b>Evaluate your position</b>	How can I influence in this situation?
	What is my perspective on the situation?
	What is the position of the person whom I hope to support?
	Whom can I speak to?
<b>Act</b>	What actions can I take?
	What actions should I avoid?
	When is the most appropriate time to act?
	What is the best approach to action?
	Who will be affected by my actions and in what ways?

**Learn more about how to become an ally in your organization and explore additional learning resources for you and your team**