

WORKPLACE ALLY

If you are seeking a workplace ally or want to be one:

1 SHARED VALUES

Identify an individual who is already doing something in an area you are interested in or has a shared value

2 COMFORT

Ask yourself if you would feel comfortable giving feedback and being vulnerable with the individual

3 NEGOTIATE

Be equally willing to listen and negotiate in this two-way relationship

4 GOALS

Identify common ground and develop mutual goals, both short- and long-term

5 SHARED LANGUAGE

Collaborate to develop shared language and strategies before approaching key stakeholders

6 LEVERAGE PRIVILEGE

Leverage privilege of each individual in the system to effect change, be that discipline, seniority in the organization, and/or leadership positions

7 DREAM BIG

Don't be afraid to dream big and check in with each other