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.