

# BEYOND PERFORMATIVE ALLYSHIP

## HOW ALLIES CAN EFFECTIVELY SUPPORT NETWORKS

#StayingStrong

### **SPEAK UP (NOT OVER)**

***BE A CHAMPION***  
**ENCOURAGE COLLEAGUES TO  
THE FRONT**

***BE A SPONSOR***  
**VOCALLY REINFORCE/EXTEND  
YOUR PRIVILEGE**

### **LISTEN & LEARN**

***BE A SCHOLAR***  
**READ , RESEARCH & LEARN  
FROM YOUR MISTAKES**

***BE A VOLUNTEER***  
**JOIN A NETWORK; GATHER  
INSIGHT & SUPPORT**

### **SUPPORT**

***BE AN ADVOCATE***  
**BRING  
UNDERREPRESENTATION INTO  
CIRCLES OF POWER**

***BE AN AMPLIFIER***  
**STRENGTHEN & INCREASE  
DIVERSE VOICES**

### **SAFETY & TRUST**

***BE A CONFIDANT***  
**PROVIDE A SAFE SPACE FOR  
SUPPORT**

***BE AN UPSTANDER***  
**PUSH BACK AT  
INAPPROPRIATE BEHAVIOUR  
COMMENTS**

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### WHAT CAN YOU DO?

- Always willing to grow**
- Listen actively and empathetically**
- Learn from your mistakes**
- Yield to marginalised voices**

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#### PLAY YOUR P.A.R.T

- Privilege (check it)**
- Action (is key)**
- Recognise (diversity in diversity)**
- Talk (about inclusion)**

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