

Allyship checklist

Being an effective ally means actively supporting your colleagues and working to create a truly inclusive environment. Allyship isn't a single moment or action – it's an ongoing commitment that calls for continuous learning and support for others. This employer checklist provides practical steps towards being a more effective ally.

Start with yourself

- Acknowledge your privilege and position of influence within your organisation
- Get into the habit of challenging your own biases and assumptions
- Remember, you don't have to tick every box straight away. Start with small actions.

Creating safe spaces

- Speak up when you hear inappropriate comments, jokes or slurs
- Always respect confidentiality – never share someone's personal information
- Signpost colleagues to mental health support services if they need them
- Engage with employee resource groups (ERGs) and help to promote them

Learning and training

- Educate yourself about current DEI challenges, trends and best practices
- Acknowledge when you don't know something, and commit to learning about it
- Acknowledge the effect of intersectionality in creating unique challenges
- Participate in unconscious bias training and allyship training

Policies and procedures

- Advocate for inclusive policies and anti-discrimination policies
- Review existing policies for biased or exclusionary language
- Push for inclusive healthcare benefits that cater to diverse needs
- Create clear and confidential reporting lines for employee grievances

Amplify voices

- Invest resources and funding into employee resource groups
- Amplify voices of underrepresented employees in meetings
- Seek out diverse perspectives before making business decisions
- Use your platform to promote diverse perspectives and achievements

FAIRER Consulting

To find out how we can support your diversity and inclusion aspirations please contact us:

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