

Month 1: Self Awareness

- 1.1 Know Your Ally Why
- 1.2 Set Your Ally Vision
- 1.3 Personal SWOT Analysis
- 1.4 Activate Your Allyship Plan

Month 2: Self-Management

- 2.1 Practice Empathy
- 2.2 Strengthen Emotional Intelligence
- 2.3 Be Vulnerable
- 2.4 Seek to Understand

Month 3: Comfort with Discomfort

- 3.1 Challenge with Care
- 3.2 Conduct Candid Conversations - the "3Ds"
- 3.3 Give and Take Feedback - SBI Model
- 3.4 Unpack Privilege

Month 4: Know Your Ally Role

- 4.1 Challenge with Care
- 4.2 Be a Mentor
- 4.3 Step up as a Sponsor
- 4.4 Coach to Success
- 4.5 Advocate for Others

Month 5: Space for Others

- 5.1 Stay Open to Input
- 5.2 Be Curious
- 5.3 Have Inclusive Meetings
- 5.4 Practice Perspective Taking
- 5.5 Help Other be Seen and Heard

Month 6: Your Diversity Story

- 6.1 Think of a Time When You Were Different
- 6.2 Understand Covering
- 6.3 Write Out the Story
- 6.4 Share the Story

Month 7: Leadership Style

- 7.1 Know When to Ask vs to Tell
- 7.2 Delegate
- 7.3 Know the GROW Model
- 7.4 Giving to Give
- 7.5 Identify Strengths in Others
- 7.6 Bolster the Confidence of Others

Month 8: Unconscious Bias

- 8.1 Check Unconscious Bias
- 8.2 Call Out Microaggressions
- 8.3 Know the Science of Bias
- 8.4 "Othering" People

Month 9: Gender

- 9.1 Stop Benevolent Sexism
- 9.2 Know Gender Bias
- 9.3 Model Inclusive Caregiving Leave
- 9.4 Be Clear about Sexual Harassment Policies

Month 10: Race

- 10.1 Own Your Role in the System
- 10.2 Address Not Seeing Color
- 10.3 Focus on Cultural Diversity
- 10.4 Using the Term, "People of Color"

Month 11: LGBTQ+

- 11.1 Learn About the Gender Spectrum
- 11.2 Facilitate Being Out at Work
- 11.3 Using the Term, "Partner"
- 11.4 Ask About Other's Experiences

Month 12: Sustainable Systems

- 12.1 Ensure Interview Slates are Diverse
- 12.2 Measure Progress on Equality
- 12.3 Broaden Diversity to More than Race and Gender
- 12.4 Set Expectations for Leaders to Care