



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

Self-Management

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

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

Know Your Ally Role

- ___ 4.1 Identify the Ally Continuum
- ___ 4.2 Be a Mentor
- ___ 4.3 Step up as a Sponsor
- ___ 4.4 Coach to Success
- ___ 4.5 Advocate for Others

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

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

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

Unconscious Bias

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

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

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"

LGBTQ+

- ___ 11.1 Defining LGBTQ+
- ___ 11.2 Facilitate Being Out at Work
- ___ 11.3 Learn about the Gender Spectrum
- ___ 11.4 Allyship is in the Eye of the Beholder

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