



Lead Like an Ally Checklist

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

2. Self-Management

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

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

4. 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

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

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

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

8. Unconscious Bias

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

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

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"

11. 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

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