Hastening Internal Program Changes to support Equity Centered Title V Services

WORKSHOP PRESENTATION

LEAN IN

ALLYSHIP AT WORK

How to practice allyship in discussions

Share the mic

Make space for everyone to speak. Step back if you often share first or when exploring areas where you hold privilege.

Commit to confidentiality

Don’t use other people’s names when sharing stories and keep everything shared confidential.

Be mindful of your a -ha moments

When you see something through a new lens, remember that it might be part of someone else’s day-to-day. Be aware of how your sharing will land for them.

Don’t question others’ experiences

Don’t question or discount the lived experiences of others.

Give one another kindness

Believe one another’s best intentions and be patient when mistakes are made.

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Agenda

1. Define allyship
2. Unpack your privilege
3. Uncover workplace inequities
4. Discover your power
5. Learn allyship actions
6. Review the Active Allyship Framework

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Privilege

Privilege is the unearned advantage we get from being part of a dominant group whose needs have traditionally been prioritized

Allyship

Allyship is an active and consistent effort to use your privilege and power to support and advocate for people with less privilege

WHY I'M HERE

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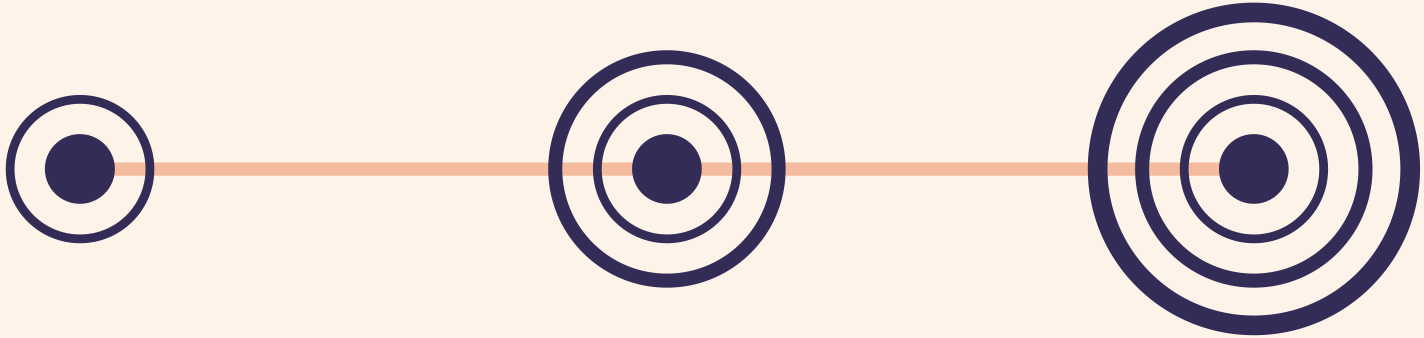
Allyship can be a powerful force for good



Allies help people with traditionally marginalized identities feel supported and included

Other employees step up

Culture shifts to promote equity

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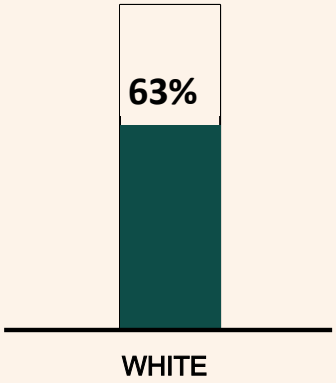
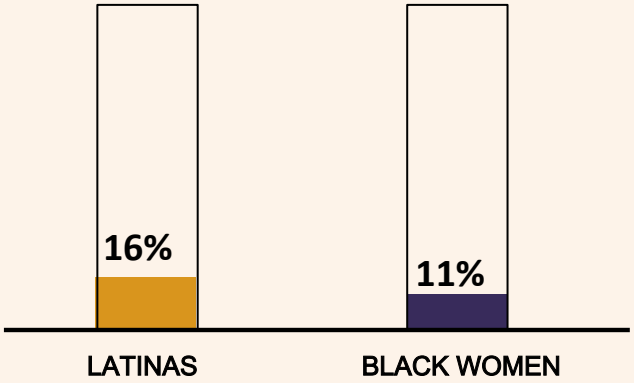
Employees with traditionally marginalized identities are not getting the allyship they deserve



White employees that see themselves as allies to women of color



Employees that think employees of their race and gender have allies at work

LeanIn.Org and McKinsey & Company, *Women in the Workplace 2020* (September 2020), https://womenintheworkplace.com

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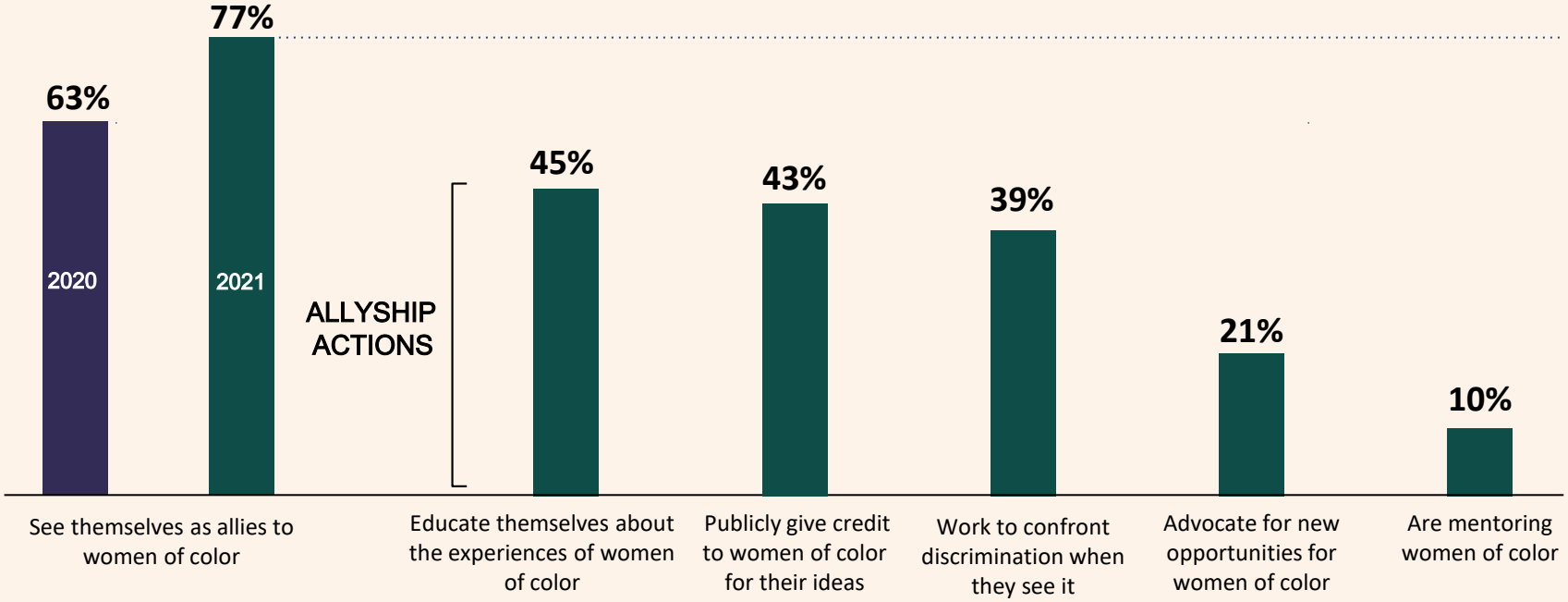
There's a gap between intent and action

White employees . . .



LeanIn.Org and McKinsey & Company, *Women in the Workplace 2020 and 2021*

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How to be an ally at work to people with a broad range of traditionally marginalized identities

Centered on the experiences of:

- The LGBTQ+ community
- People with disabilities
- People of color
- Women

Built in partnership with experts and those with lived experiences

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Uncover workplace inequities

1 Define allyship

2 Unpack your privilege

3 Uncover workplace inequities

4 Discover your power

5 Learn allyship actions

6 Review the Active Allyship Framework

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Workplace categories

Everyday interactions

Workplace norms and expectations

Hiring

Advancement and recognition

Mentorship and sponsorship

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Discover your power

1 Define allyship

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WHAT DO WE MEAN BY POWER?

Your power is your ability to make an impact

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WHAT DO WE MEAN BY POWER?

Positional power: the power you have based on your role and level

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WHAT DO WE MEAN BY POWER?

We all have forms of power.

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SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

Mentimeter

- interviewing employee candidates
- Engaging stakeholders
- design of RFP or grant solicitations
- active listening to community partners
- Selecting grantees and where our money goes
- Longevity knowledge
- providing upward feedback to leadership
- helping to plan meetings
- Participate in hiring processes and interviews

SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

Mentimeter

- offering mentorship
- Informal influence through intentional messaging
- interview questions
- Mentoring and precepting
- Mentorship
- Being present as a support/champion, but not the leader.
- utilizing data to direct where gaps are in the system/help contractors better serve under-served populations.
- Advertise job openings on platforms that will reach BIPOC.
- funding requirements/restrictions

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SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

Mentimeter

Not supporting materials that are deemed harmful by a community of people with lived-experiences

acknowledging the work of women of color

recognition of strong performance

i am a hiring manager and serve on hiring committees

Recognizing strong work done by others.

Recruitment, interviewing and hiring processes and decision-making

create workplace norms that support individual needs

making sure listening and advocating on behalf of employees from my position

My position of CYSHCN director in itself is a position of power. A way I can practice allyship is to ensure that the population served is similar to the population hired to do work and provide services

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SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

Mentimeter

- mentorship and linking people with opportunities for professional growth
- Mentoring
- Look internally to see how training, policies, and processes are biased, or sustaining systems that are inequitable/unjust
- Openingly acknowledging the privilege
- Setting an example
- Making an effort to network with colleagues across agencies and disciplines who are bipoc
- Asking about how can we address eqiitu here whenever i can
- Verbally showing support for those in marginalized communities. DURING meetings, not just after
- Eqlitu is supposed to be equity!

SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

Mentimeter

being virtual has allowed us to hire a more diverse workgroup at the state level

advocating for what is just and fair for colleagues, children, and families

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Learn allyship actions

1 Define allyship

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6 Review the Active Allyship Framework

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Types of allyship actions

Individual

Our actions to educate ourselves, model good behavior, or change our mindset

Interpersonal

Our actions to support, surface issues or push for changes through our day-to- day interactions with others

Structural

Our actions pushing for change in norms, policies, or systems

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Review the Active Allyship Framework

1 Define allyship

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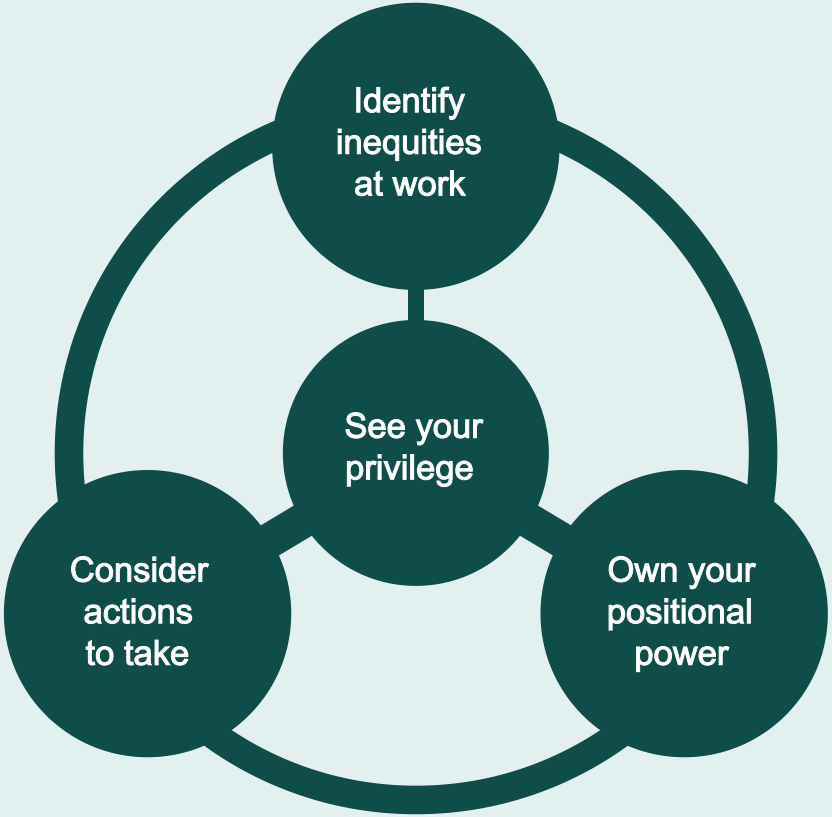
Active Allyship Framework



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Today we covered...

4 Discover your power

We learned that our power is our ability to make an impact at work—and that our positional power is the power we have that's based on our role and level.

5 Learn allyship actions

We dove into the strategies to practice allyship—and specific individual, interpersonal, or structural actions. And we each identified some actions that we can practice given our power and privilege.

6 Review the Active Allyship Framework

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THANKS FOR PARTICIPATING IN TODAY'S WORKSHOP

LEAN IN

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