



ALLY STARTER KIT



Understanding yourself to understand others better



BE OPEN-MINDED AND WILLING TO LEARN & LISTEN

Embrace discomfort and vulnerability

UNDERSTAND UNCONSCIOUS BIAS & PRIVILEGE

Practice self-awareness & implement corrective tactics



YOUR COMMITMENT: PERSONAL ACTION PLAN

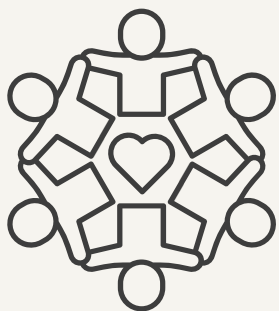


Build your awareness

Hold yourself accountable

Advocate for others

Be a change agent



BUILD SAFE & BRAVE SPACES

Nurture trust and psychological safety

Lead with authenticity



USE YOUR VOICE

Support & amplify marginalized voices

Speak up when you witness microaggressions and discrimination

IT STARTS WITH YOU!

ACTIVELY DISRUPTING UNCONSCIOUS BIAS AT WORK

Personal Action Plan



WHO AM I BIASED TOWARDS?

When making decisions at work, which people or groups do I tend to favor? Are there certain people or groups I am less comfortable with or have negative assumptions about?

WHEN DOES MY BIAS SHOW UP?

In which situations or contexts does my bias tend to show up?
Tip: Use journaling to uncover patterns and identify specific thoughts and emotions in those situations or contexts.

WHY DOES THIS HAPPEN?

What are the factors influencing my judgment?
Tip: Use the [5 Whys technique](#) to help you understand root causes beyond superficial rationalizations.

MY COMMITMENT

Clearly identify your goal and define the concrete action steps you will take in order to achieve your goal (S.M.A.R.T. method)

Goal: _____

Action Steps: _____

MY PARTNERS

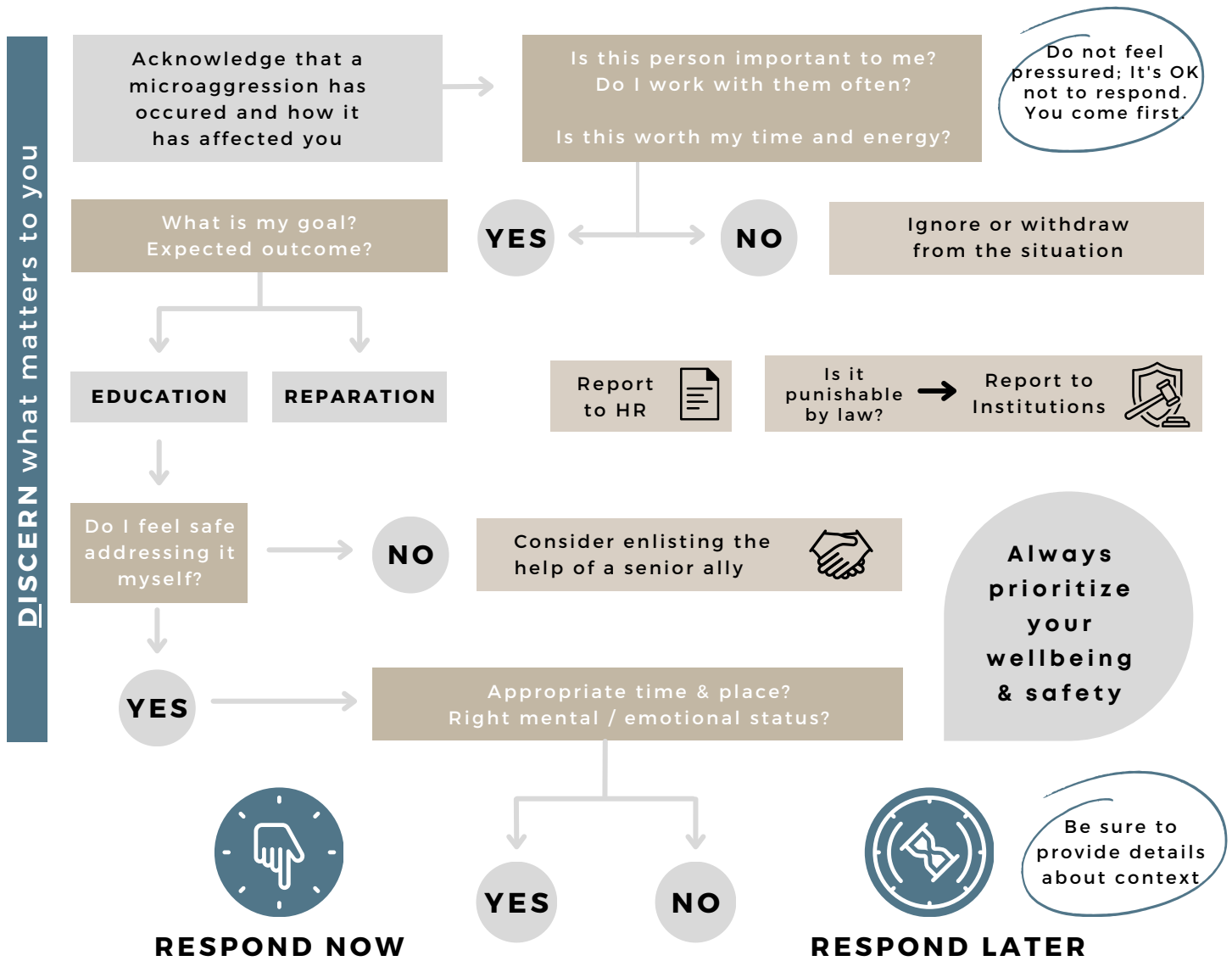
Tip: Find an accountability / motivation partner

SUCCESS METRICS

How will I know that I've accomplished my goal?

When & How to Respond to Racist Microaggressions

Based on the 4D framework developed by Ella F. Washington, Alison Hall Birch and Laura Morgan Roberts, "When and How to Respond to Microaggressions", Harvard Business Review (03 July 2020).



(DISCERN) • DISARM • DEFY • DECIDE

DISARM Indicate you want to have an uncomfortable conversation & dissociate intent from impact ("you probably didn't mean"). Promote empathy.
NB: although acknowledged, intent does NOT supersede impact; your feelings are valid.

DEFY **Ask** to clarify statement/action. Restate or rephrase. Describe the specific behaviour. Make the invisible visible. Challenge stereotype(s) and assert your discomfort. Describe the impact it had on you ("I felt").

DECIDE Determine the way forward and how you let the incident affect you.

In all cases, practice self-care & reach out to your support system



EMAIL US
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We offer individual career coaching as well as a range of keynotes and interactive workshops around the topics of inclusion and anti-racism, in English or French. Contact us for a chat!