The Upstander

Acts as the opposite of a bystander. Someone who sees wrongdoing and acts to combat it (i.e. Pushes back on jokes or other offensive comments even when nobody is within earshot to hear).

• Speak up if you witness offensive behavior and explain your stance so all are clear on why you’re raising the issue
• In meetings, shut down off topic comments or questions that are only meant to test the presenter
• Interrupt aggressive behavior or bullying to break up the situation and ask the victim privately if they’re okay

The Confidant

Creates a safe space for members of underrepresented groups to express their fears, frustrations, and needs. Listening to their stories and trusting they are being truthful creates a feeling of support.

• Believe others. Don’t assume something couldn’t happen just because you haven’t personally experienced it.
• Listen and ask questions when someone describes an experience you haven’t had. Don’t jump in with stories.
• Managers should invite and encourage team members to speak with you about issues that are troubling them.

Source: Themuse: 7 Examples of What Being an Ally Really Looks Like
Vocally support the work of coworkers from underrepresented groups, specifically in situations that will help boost those coworkers’ reputations.

- Talk about the expertise you see in others, especially during performance calibrations and promotion discussions.
- Recommend people for stretch assignments and learning opportunities.
- Know and share your coworkers career goals with influencers.

Works to ensure that underrepresented voices are heard through all communication vehicles.

- When someone proposes a good idea, repeat it and give them credit.
- Work to ensure all are sharing equitably in meetings
- Invite members of underrepresented groups to speak at meetings or take on other highly visible projects and/or roles.

Source: The Muse: 7 Examples of What Being an Ally Really Looks Like
Allyship in Action

The Advocate

Recognizes omissions, and uses their power and influence to bring peers from underrepresented groups into exclusive circles.

- Look closely at the invite list for events, strategic planning meetings, and other career-building opportunities.
- Offer to introduce colleagues from underrepresented groups to influential people in your network.
- Ask someone from an underrepresented group to be a collaborator on a proposal or conference submission.

The Scholar

Seeks to learn as much as possible about the challenges and prejudices faced by marginalized groups. They listen and learn and research & don’t look to the marginalized groups to educate them.

- Read publications, podcasts, or social media by and about underrepresented groups within your industry.
- Ask co-workers from marginalized groups about their experience working at your company.

Source: The Muse: 7 Examples of What Being an Ally Really Looks Like