

Allyship

Practical vs. Performative

30 November 2022



Today's Moderator

Working with you side-by-side, everyday



Angela Peacock (she/her/hers)

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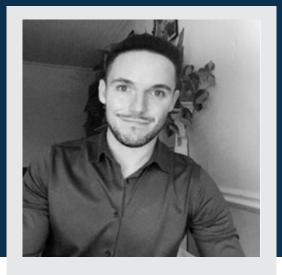
Today's Panellists

Working with you side-by-side, everyday



Hanadi Chehabeddine (she/her/hers)

Certified Inclusion Consultant, Speaker, and Coach



Alasdair James Scott (he/him & they/them) Senior DEI Consultant, Business Psychologist



I identify how I may unknowingly benefit from the status quo. I promote and advocate for policies I recognise that and leaders that discrimination is a present are inclusive. and current problem. I seek out questions I sit with my that make me discomfort. I deny discrimination uncomfortable. is a problem. I speak out I understand my when I see own privilege in I avoid hard questions. marginalisation. ignoring "isms." Growth Zone **Becoming** Starting Zone Learning Zone an Ally I educate my I strive to be I educate myself peers on how comfortable. about structural "isms" harm our oppression. profession. I talk to others who look and think like me. I don't let I am vulnerable about mistakes deter my own biases and me from being knowledge gaps. better. I listen to others who think and look I amplify and differently than I do. push forward to those otherwise marginalised. I surround myself with others who think and look differently than I do.





The Cheerleader

Visible and vocal supporters of those in under-represented groups.



The Amplifier

Ensure that underrepresent ed voices are heard, valued, and respected.



The Researcher

Hungry for knowledge about the lived experience of those they are supporting.



The Intervener

Take action and dive straight in... appropriately.

They call out offensive or problematic behaviour, taking opportunities to defend others.



The Supporter

Trusted confidants for members of a non-dominant group to share their perspectives, fears, joys, and concerns.



Allies look to understand the entirety of the people they support, not simply those elements that are fashionable, sexy, or palatable.

Holistic Allyship





When people say, "Black Lives Matter," a holistic approach would elaborate by saying, "all Black Lives Matter."

When people support Pride, a holistic approach would elaborate that their support includes the **entire acronym: LGBTQIPAA.**

This includes the most underrepresented and oppressed.









Thank you

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