

Agreement to Alignment: The Power of Allies

Equity, Diversity, and Inclusion

Easy to agree with, hard to align to.

Alignment to EDI in the workplace means:

- › Taking small and impactful actions
- › Taking responsibility for what you as an individual can do
- › Not letting EDI be a committee or an HR activity

Who can be an ally? Anyone.

Being an ally in the workplace includes:

- › **Using your social currency** to support the voice, experience, and reputation of under-represented colleagues.
- › **Using your leverage** to create the space for under-represented voices and experiences to be included in crucial conversations about strategy and direction for the company.

How to align as an ally.

Stepping into the opportunity to be an ally is an accessible way to move from agreement to alignment:

- › Listen and observe differently
- › Address the right problems
- › Use your social currency
- › Start with self

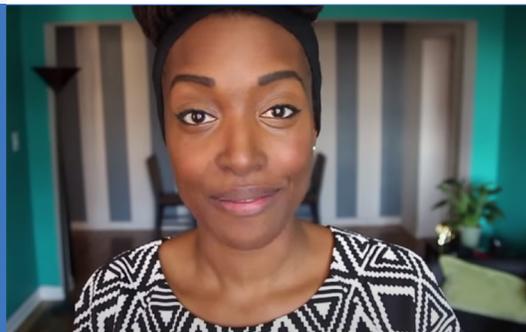
One simple step for moving into alignment is to educate yourself on how to be an ally.

Being an ally means being curious about what people think about allies. Some people take issue with the concept, and their concerns are important to understand. Some people feel that needing an ally isn't who they want to be. That doesn't mean others don't welcome the support and camaraderie from their colleagues. Remember that under-represented groups are made up of individuals who have different beliefs, needs, desires, and perceptions. So Job 1 of being an ally is realizing that you can't expect the same response from everyone when you step up to the opportunity to take action.

The links below will offer you ways to think about being an ally as you grow in your own understanding of its complexities and nuances.

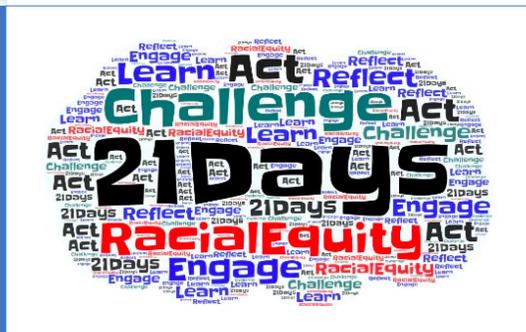
5 tips for being an ally

Francesca Ramsey



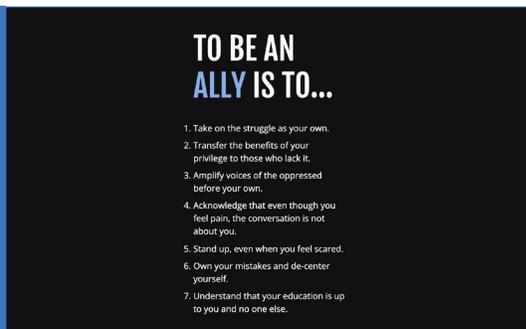
Practice being in action with the 21-Day Racial Equity Challenge

ProHabits



Perspectives on allyship

Amélie Lamont



- TO BE AN ALLY IS TO...**
1. Take on the struggle as your own.
 2. Transfer the benefits of your privilege to those who lack it.
 3. Amplify voices of the oppressed before your own.
 4. Acknowledge that even though you feel pain, the conversation is not about you.
 5. Stand up, even when you feel scared.
 6. Own your mistakes and de-center yourself.
 7. Understand that your education is up to you and no one else.

The Agreement to Alignment: The Power of Allies webinar is presented by:



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Partner and Chief Growth Enabler

Julie is a growth-minded leader who believes executives set the standard for others through the example they provide. She is a strategist, technologist, and a social scientist who puts her energy toward working with leaders around the world as they tackle some of the biggest challenges in their industries and organizations. In today's increasingly complex and interconnected world, Julie knows the power of aligned leaders to deliver on strategy and create value. That's why she focuses her time and energy on helping senior leaders come together to deliver the work that matters most.

We are Karrikins. We're world-class facilitators, cultural changemakers, behavioral scientists, and experience creators, but above all, we're people looking to make a lasting and positive impact. With decades of diverse experience in helping companies set ambitious strategies and act on them, our leaders guide our collective impact and enable transformative growth for leaders and teams.

Let's talk about getting your organization aligned...

Say hello@karrikinsgroup.com to set up a **free 30-minute focused discussion** about moving from agreement to alignment.