



The Ally Checklist

Awareness

The start of your journey may be uncomfortable, but the more you learn and understand, the more confident you'll feel when approaching conversations and situations.

- Try to understand where you benefit from white privilege [watch recorded webinar here](#). Do the research yourself. Don't ask a Black, Asian or minority ethnic person to teach you
- Learn how to feel comfortable talking about race by engaging in conversations about it. If you are talking with a Black, Asian or Minority Ethnic person about racism, acknowledge the emotional impact that the discussion may have on them
- Learn how to be okay with being uncomfortable. Getting it wrong, apologising and accepting criticism is not easy
- Accept that you are an active participant in a systemically racist society, which means that we are all unconsciously racist
- Take the time to understand your [unconscious bias](#)
- Learn what [microaggressions](#) are and how to challenge them
- Believe and value the lived experience of minority ethnic people
- Recognise when you are centring yourself in a conversation about race
- Understand that reading and research alone doesn't make you anti-racist

Actions

Once you've reached a basic level of understanding around allyship, you can begin to take actions which will further your growth as an ally in the workplace.

- [Join](#) the Rise network which represents Black, Asian and Minority Ethnic colleagues to keep informed with news, events and resources
- Search for inclusion resources available on [MyLearning](#)

- Attend company learning, story-telling or network group events on ethnicity and race
- Practice endless inclusion and connect with colleagues whom you might not ordinarily engage with
- Actively ensure that all colleagues have an opportunity to give their opinions in meetings
- Speak up in situations where you see wrongdoing or problematic behaviour
- If you encounter unfair practices or processes within your organisation, challenge them. This could be done individually, with another ally

Conclusion

As an ally, you should always question whether systems and structures in place are fair and inclusive. Unlearning your privilege and accepting your unconscious bias is a lifelong commitment. Creating change will not be easy and will take time and effort, but each step taken is a step in the right direction – towards a fairer, more equal and more tolerant society.