



# My Allyship Starting Point

The purpose of this guide is to help you start your personal learning journey into Allyship. At the end of this exercise, you will have a clear set of learning and/or action that will help guide your awareness and behavior.

On page 2:

1. Read each question in the question column.
2. Place a check in the check column for each statement that pertains to you.

After you have completed the questions, continue interpreting your results and the recommended actions and learning on pages 3-5.



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## Question

## Check

1. I am not sure change is possible, no matter what I do or not.
2. I am not convinced about the value of inclusion and diversity efforts.
3. I haven't seen any proof that inclusion and diversity brings any business value.
4. Sometimes I think that stories about inclusion and diversity are too fluffy.
5. I know inclusion is important, but it doesn't impact my everyday life.
6. I do not feel the responsibility to act because there are others around who are in a better position and/or know more who can take action.
7. I'm on board with diversity and inclusion, but I'm not sure how to specifically promote it.
8. I've seen discrimination and didn't speak up. Afterwards, I felt guilt and shame for not saying or doing something to stop it.
9. I have hesitated to act because in situations I've seen everyone appears to be calm and I don't want to make an issue out of something where there is no issue.
10. I'm uncomfortable with conversations about inclusion and diversity but I want to continue listening and being part of the change.
11. I am comfortable with and regularly change my behaviors to ensure others are included.
12. I think about and take action to make sure voices around me are heard and validated.
13. I feel comfortable speaking up and challenging behavior that excludes others, intentionally or unintentionally.
14. I regularly integrate inclusion and diversity into project, work or personal discussions.
15. I have spent time critically reflecting on how my life experience influences how I see people and the world around me.

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## Interpreting your results

On page 2, draw a line or circle around three sets of numbers.

- **Set 1 are questions 1-5:** If you checked at least two questions in this section, you may be a Skeptic when it comes to Allyship and Diversity, Equity and Inclusion (DEI) more generally. If so, you are encouraged to focus on your continued learning about why Allyship and DEI are important to your company culture and business outcomes.
  - **Recommended Learning/Actions** (found on page 4 & 5)
    - Learn, Read, Listen to Under-represented Voices, Uncover Unconscious Bias
- **Set 2 are questions 6-10:** If you checked at least two questions in this section, you may be a Neutral Observer. If so, you are encouraged to focus your efforts on beginning to connect more with individuals who are different from you, learning about their life experiences and beginning to take small Allyship actions.
  - **Recommended Learning/Actions** (found on page 4 & 5)
    - Connect, Be an Ally, Listen to Black Voices
- **Set 3 are questions 11-15:** If you checked at least one question in this section, you may be a Champion. If so, you are encouraged to continue taking action, and also to think about how you build Allyship in others.
  - **Recommended Learning/Actions** (found on page 4 & 5)
    - Act at Work, Get Active, Model at Home, Volunteer

Notice how many check marks you have in each section. The more checks you have in a particular section, the more strongly we recommended the Learning/Action in this section as a starting place for you.

If you have few to no boxes checked in a section, it is not intended to indicate that the Learning/Action doesn't pertain to you, or wouldn't be needed by or for you as an ally. Allyship is a continuous journey and this guide is a place to start.



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# My Allyship Starting Point

## Learn

- Read books about the experience of marginalized people in America
- Follow minority organizations and leaders on social media
- Explore and connect with minority-owned or led organizations in your industry
- Explore resources about unconscious bias, its impacts, and steps you can take to interrupt its impact on the decisions you make and actions you take
- Take time to reflect on your own experience and role in creating more inclusion in your personal life, work life, and in society

## Act at Work

- Diversify and expand your networks.
- Seek out untapped talent and provide opportunities
- Ask for (and demand) diverse slates of candidates for hiring and promotion
- Actively invite a range of perspectives and voices on all your teams
- Mentor or sponsor a colleague
- Actively support and sponsor minority employee/business resource groups and their initiatives
- Notice what people are experiencing and ask how their experience differs from yours

## Volunteer

- Big Brothers Big Sisters
- iMentor
- Black Girls Code
- Boys & Girls Club
- Girls Inc
- Any local organizations

## Connect

- Reach out and check in – now and ongoing (e.g. ask how are you doing? how can I support you personally?) but do not push
- Listen more
- Be authentic and show empathy
- Ask permission to ask questions and talk about their experience and your privilege— people are individuals with their own experiences, there isn't just one
- Deepen your connections, share your traditions, be curious and authentically invest in building strong relationships

## Be an Ally

- Pay attention to how people are treated and when you see injustice, speak up
- Find someone who will provide you with honest feedback.  
Ask for feedback regularly and hold yourself accountable
- Be prepared to understand and empathize around the challenges that exist for Black people, do not discount their perspective
- Join a community group focused on race, equity and justice

## Contribute

- Do business with minority -owned businesses
- Volunteer with organizations that support minority youth
- Mentor a minority student
- Donate to college funds for minority students and to Historically Black Colleges and Universities (HBCUs)



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## Model at Home

- Talk about racial issues openly with your children and family. Encourage children to actively engage and lead discussions.
- Provide books and toys that represent people of all different backgrounds
- Invite a diverse range of people into your social circle and celebrate aspects of each other's cultures together

## Get Active

- Get involved in your local community
- Contact local leaders, share your concerns, and ask what they are doing to change the status quo
- Identify and support candidates across the country
- Join boards and organizations that support the minority community
- Contribute time or money towards justice system reform

## Listen To Under-represented Voices

- Diversify and expand your networks.
- Seek out untapped talent and provide opportunities
- Ask for (and demand) diverse slates of candidates for hiring and promotion
- Actively invite a range of perspectives and voices on all your teams
- Mentor or sponsor a colleague
- Actively support and sponsor minority employee/business resource groups and their initiatives
- Notice what people are experiencing and ask how their experience differs from yours

## Read

- *White Fragility* by Robin DiAngelo
- *The New Jim Crow* by Michelle Alexander
- *How To Be An Antiracist* by Ibram X. Kendi
- *Between the World and Me* by Ta-Nehisi Coates
- *White Rage: The Unspoken Truth of our Racial Divide* by Carol Anderson
- *The Person You Mean to Be: How Good People Fight Bias* by Dolly Chugh

## Uncover Unconscious Bias

- CEO Action Implicit Bias tests
- Watch the Ted Talk by Verna Myers on How to Overcome Bias