



## Allyship Behavior Checklist\* (women as well as other underrepresented groups)

As you grow your capacities in allyship, use this checklist in two ways.

1. Identify the behaviors that you've demonstrated in 2022 to gain understanding and to support the advancement of women and underrepresented groups.
2. Select two behaviors that you will demonstrate in the next week.

With greater awareness, continue to build new habits for continuing advocacy and support. Remember, women need both male and female allies.

- \_\_\_\_\_ 1. To gain understanding, I have taken a woman to coffee or lunch and asked how I can support her career aspirations.
- \_\_\_\_\_ 2. When asked, I have provided honest feedback about areas for improvement.
- \_\_\_\_\_ 3. I tell others about women's contributions even when they're not around.
- \_\_\_\_\_ 4. I invest time and/or volunteer to support women by acting as a sponsor, mentor or coach.
- \_\_\_\_\_ 5. I listen, seek to understand and demonstrate empathy when women talk about the issues they face in the workplace.
- \_\_\_\_\_ 6. I take time to read, listen, watch, and deepen my understanding of women's challenges instead of putting the burden on them to educate me.
- \_\_\_\_\_ 7. I make certain that tasks such as taking notes, cleaning meeting rooms, finding supplies or summarizing meetings are assigned evenly among all employees.
- \_\_\_\_\_ 8. If I want to understand what I can do to better support a woman, I ask for her permission first.
- \_\_\_\_\_ 9. When a woman is interrupted or dismissed in a meeting, I speak up and support her in the moment.
- \_\_\_\_\_ 10. I recognize that each woman's experience is unique and that all women's experiences are different, especially among women of color.
- \_\_\_\_\_ 11. I introduce women to others in my network who can offer them opportunities.
- \_\_\_\_\_ 12. I nominate women for visible job assignments and opportunities.
- \_\_\_\_\_ 13. I take actions to listen and support women in reaching their career goals.
- \_\_\_\_\_ 14. I partner with women on plum assignments.
- \_\_\_\_\_ 15. Women confide in me about the slights, dismissals, and aggressions they've experienced.
- \_\_\_\_\_ 16. I have recognized and promoted women's accomplishments during talent meetings.
- \_\_\_\_\_ 17. When planning meetings, I make certain there are equal numbers of women and men who are invited (or at least three women or people of color).
- \_\_\_\_\_ 18. I increase women's visibility to lead meetings, serve on panels and represent my organization at important conferences/speaking engagements.
- \_\_\_\_\_ 19. If I hear someone comment negatively about a woman's personal style such as being "abrasive" or "bossy" or "aggressive," I ask, "Would you have the same reaction if a man did the same thing?"
- \_\_\_\_\_ 20. I proactively make my stance known about equity issues for women and other marginalized groups, rather than being reactive when critical issues arise.
- \_\_\_\_\_ 21. I exercise grace if a woman or marginalized person becomes emotional and realize they probably have had to manage situations with systemic gender and racial bias.
- \_\_\_\_\_ 22. \_\_\_\_\_ (add one of your own)
- \_\_\_\_\_ 23. \_\_\_\_\_ (add one of your own)

*\*This list focuses on women to honor Women's History Month, however, allyship is vitally important for all historically marginalized people.*