



## Bay Club Diversity Task Force

# DIVERSITY & INCLUSION EDUCATION SERIES

### January 2021: Allyship

The Bay Club Education Series was created to provide resources and tools on important topics related to Diversity, Inclusion, and Belonging, as well as provide a space for dialogue.

This month, we are building off our conversations on Inclusion & Belonging, Unconscious Bias, and Microaggressions as we talk “Allyship.” Allyship is a verb; it is how people use their individual privileges and power for the purpose of equity and inclusion for all.

All associates are welcome and encouraged to join the conversation as we talk about the myths of allyship and privilege and how to hold ourselves accountable for continuing to create and foster a safe and inclusive work environment.

#### Questions? Contact:



#### LEARN ABOUT IT

“Allyship” begins  
January 2021



#### TALK ABOUT IT

Leadership Discussion  
Coffee Chats



#### GO ABOUT IT

Allyship Quiz  
in *The Buzz*

#### PURPOSE

- Understand the meaning of allyship and privilege.
- Learn how and when to best act as an ally.

#### OBJECTIVES

- Increase awareness of the impact of different power dynamics and influence.
- Learn how to take effective action to create a great workplace for all.



Associates with questions about the Education Series or content are encouraged to first contact their immediate supervisor or Club's Task Force team member. In the event this is not the most logical option, you may direct questions or concerns to the Diversity and Inclusion Team at [listening@bayclubs.com](mailto:listening@bayclubs.com), or the Human Resources Department at [HR@bayclubs.com](mailto:HR@bayclubs.com) or 888.830.7160. Please note that this is an anonymous Human Resources number.

## Learn About It

An ally is a person who is not a member of an underrepresented group yet stands up to build inclusion and support diversity. Can you think of a time where you acted as an ally for someone? Or a time where you recognized that you should or could have been an ally, but failed to act? Allyship is the continuous process of first seeking to learn about the experiences of a marginalized group, empathizing with their challenges, and building relationships to take action and support them. As an ally, you may be doing work outside of your typical cultural comfort zone, so it is natural and inevitable that a mistake may be made. The key is to listen, reflect, learn, and keep showing up. 🌱



## KEY WORDS & DEFINITIONS

- **Allyship** is a verb, not an identity. It is a lifelong process in which a person in a position of privilege supports, shows up for, amplifies the voices of, and otherwise works in solidarity with marginalized individuals and/or groups of people.
- **Privilege** refers to certain social advantages, benefits, or degrees of prestige and respect that an individual has by virtue of belonging to certain social identity groups.
- **Intersectionality** refers to the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect, especially in marginalized individuals or groups' experiences.



## RESEARCH RESOURCES

Click on the links below to read or watch.

- **Read:** [5 Steps to Become a Better Ally at Work](#) — Jennifer Herrity  
[English](#) | [Spanish](#) | [Chinese \(Traditional\)](#)
- **Read:** [17 Myths about Being a Good Ally](#) — Jake Orlowitz  
[English](#) | [Spanish](#) | [Chinese \(Traditional\)](#)
- **Watch:** [5 Tips for Being an Ally](#) — Franchesca Ramsey



*This video can be viewed with subtitles in over 100 languages. Click on the settings gear icon on the bottom right to select a language, or [follow these instructions](#).*

## Talk About It

Join in on the conversations as we hold monthly discussions, chats, and calls about the topic of the month.

## LEADERSHIP DISCUSSION

## COFFEE CHATS

## ZOOM CALLS



*“To show up imperfectly but open to change is better than not showing up at all.”*

— Haley Kennedy



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