



Course Description

This training moves participants from *thinking about one* to *acting for all*. Our Allyship learning session prepares people in your organization to intervene in situations where they spot non-inclusive behaviour, such as hearing a colleague unconsciously stating a bias in a meeting or observing someone being constantly interrupted. This training equips you to act confidentially and Ally with confidence, not only for colleagues who are from underrepresented groups, but for your entire organization.

Participants will leave this learning session with practical approaches to work in solidarity with people from groups in which they do not belong. By doing so, people will expand their capability to disrupt behaviours and actions that exclude vs. include others.

Outcomes:

- You will discover and practice the 3 Stages of Growth for Effective Allies Model.
- You will discover immediate actions you can take that will leave people with an authentic experience of being included

Course Outline

Brave Space vs. Safe Space

Allyship: what it is and what it isn't

- Why Allyship in the 1st Place?
- Journey vs. Destination
- The Business Case for Inclusion
- The Allyship Model: For One, Some & All
- The Empathy Triangle

The Four Agreements to having Courageous Conversations

Moving into Action (*application of this training back at work*)

- The Empathy Triangle
- Allyship Questions before Engaging
- The Power of Research