

How to:

PROMOTE POSITIVE  
CHANGE THROUGH  
OPTIMISING CULTURE  
AND DIVERSITY

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ADDRESSING DIVERSITY FATIGUE

# WHAT IS ALLYSHIP?

- Supporting and celebrating those who identify differently from you
- An acknowledgement that some of those identities are disproportionately marginalised
- Taking action in the face of prejudice, discrimination, and violence
- Acknowledging that being an ally is uncomfortable and an ongoing journey





# BATTLE FATIGUE

CULTURAL  
TRAUMA

CODE  
SWITCHING

INTERSECTIONALITY

WEIGHT OF  
REPRESENTATION

PRIVILEGE  
FRAGILITY

ORGANISATIONAL  
GASLIGHTING

You've done really well for someone like you

In today's news, another attack on a local Asian business...

I don't see colour; I treat everyone the same

Lou, why I can't I just look like everyone else. Why am I ugly?

It's so good to see finally have woman of colour in a senior role

I just have thing for Asian women

But, where are you really from?

Your Cantonese is awful these days. Are you ashamed of your heritage?

I'm not racist but...

That doesn't sound like something they'd do; are you just being sensitive?

Your sister got pushed over and called a \$\*%\_! by a kid at school today

We're running an EDI working group, can you chair it?

*Nee Howww.  
Konichiwa!*

Your English is really good. You don't even have an accent

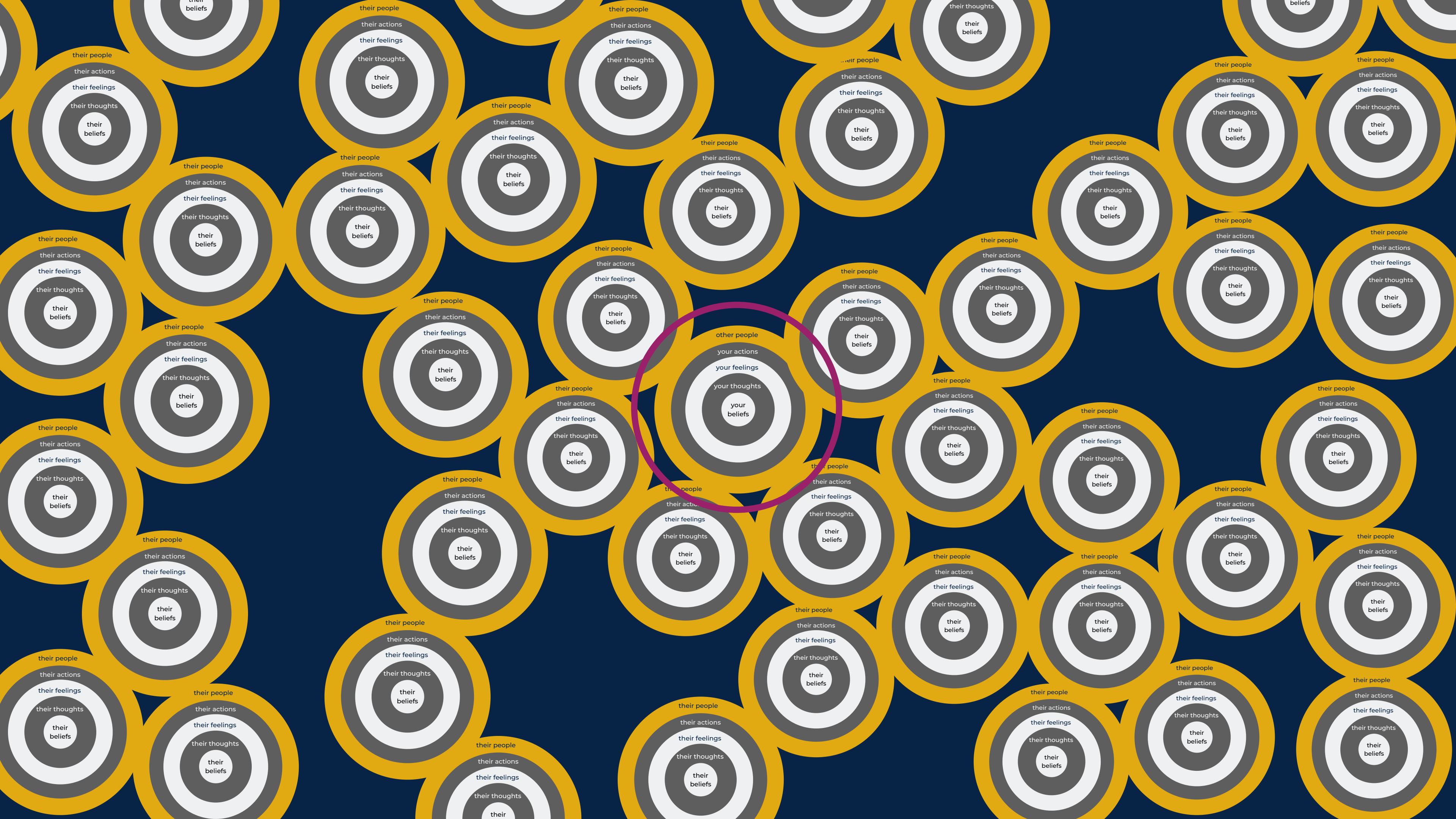


IT MIGHT NOT  
BE ABOUT  
YOU...



MAKING  
SENSE OF  
THE WORLD

... BUT IT STARTS  
WITH YOU



other people  
your actions  
your feelings  
your thoughts  
your beliefs

their people  
their actions  
their feelings  
their thoughts  
their beliefs

# WHAT CAN YOU DO AS AN INSPIRING ALLY?





# #1 Be accountable for you your behaviours, your learning and your influence

- Take time to **learn about experiences** outside of your own
- **Read, watch, listen**
- **Reflect** on how you react to comments, news, opinions, stories
- Work on you: where do you hold judgements, bias and **power**



"XX - what has it been like working here for you?"

"I've been reading/listening/ following XX, who talks about their experience in our sector - here's the link."

"XX - I know that you chair the BAME group; would you mind if I attended as an observer to learn more from our colleagues?"

*The Scholar*

# #2 Representation is the ideal; advocacy is second best

"XX's idea to address that problem is great and I'd support that as a way forward."

"I'm concerned that our meetings and shared communication isn't encouraging the best from everyone - what can we do about this?"

"XX - your opinion is so valuable. Would you like to speak/write/lead on... "



*The Amplifier*

"I see that XX hasn't been invited to this event/meeting; how do we get them an invite?"

"XX, you mentioned you were interested in learning more about marketing. Come and meet..."

"XX - I'd really appreciate your contribution in this proposal/ article/ project; would you like to collaborate with me?"



*The Advocate*

"I find it hard to understand why we're talking about BLM here, yet there is no people of colour in attendance today."

"This panel lacks diversity; I'll decline so that there is space for wider representation."

"I'm sure my colleague, XX, would offer you a much more interesting and informed response than I would."



*The Champion*

# #3 Create and maintain **physical and psychological** safety

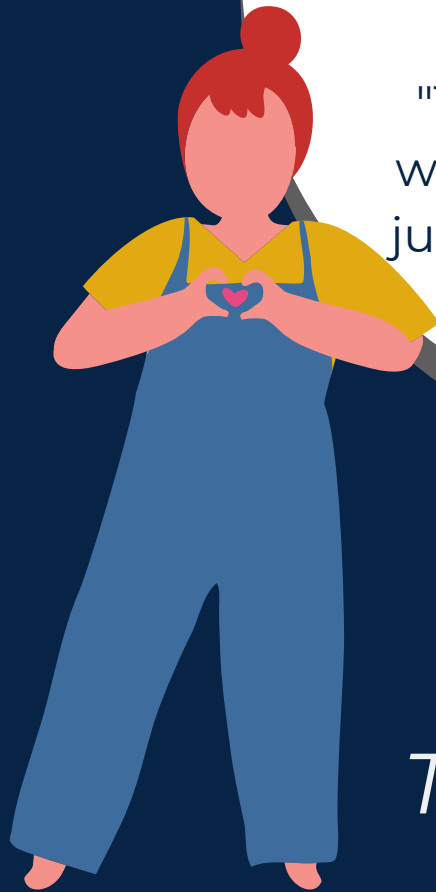


"I find that comment/behaviour unacceptable; this is why..."

"I don't find that contribution helpful here - it seems to me designed to be antagonistic and hurtful."

"Well this feels like an uncomfortable situation; XX are you OK?"

*The Upstander*



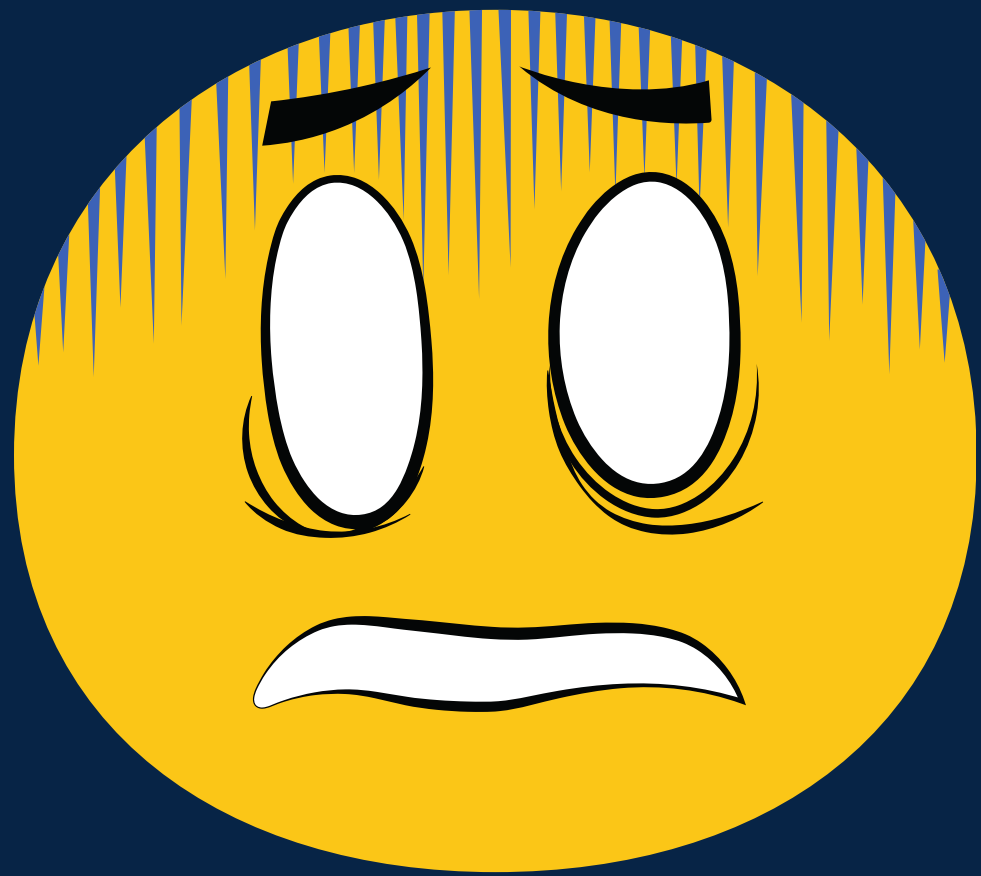
"I'm sorry that you've had to experience that. I believe you."

"I can't pretend to know what that must feel like. Would you like to talk about it?"

"These are my office hours in case anyone wants to come and speak with me, without judgement, about things that you might be finding difficult."

*The Confidant*

# #4 Get comfortable giving and receiving feedback



- Normalise **giving and asking** for feedback - positive and constructive
- Alternatively, ask for **advice and help**
- It might be hard in the beginning but **keep going**
- It's the only way to learn about **what we don't know**
- Does it come from a place of **compassion**?
- Have a look at **Radical Candour**

# #5 Create and celebrate **the community** you want to foster

- Praise the **positive behaviours** that you see in others
- **Celebrate** how people show up and engage, especially if you know it was hard for them
- Appreciate **the value** that people bring
- **Be careful** not to reward people with more work



A person with long dark hair is shown from the chest up, covering their face with both hands. Their arms are extended outwards, and their hands are pressed against their forehead and cheeks. The background is a dark, solid color.

## AND WHAT IF I ALLY WRONG?

- ▶ Take a deep breath; swallow that immediate defensiveness, guilt,
- ▶ Apologise: acknowledge the behaviour, commit to making a change, thank them
- ✘ Don't try to explain what you meant - it's about the impact, not the intention
- ✘ Don't argue back - take the opportunity to learn
- ✓ Do remember that this builds trust
- ✓ Do remember that we're all just trying to learn

authentically

RESOURCES:

[LOUCHIU.COM/CROWD-SOURCED-ALLYSHIP-RESOURCES/](https://louchiu.com/crowd-sourced-allyship-resources/)

COMMUNITY OF PRACTICE NETWORK:

EMAIL ME TO JOIN

WEBSITE:

[LOUCHIU.COM](https://louchiu.com)

EMAIL:

[HELLO@LOUCHIU.COM](mailto:hello@louchiu.com)

FIND ME ON:

LINKEDIN, TWITTER, INSTAGRAM AND FACEBOOK  
LOU CHIU / @LWYCHIU



GOOD LUCK!