

How to be an effective Aster Ally

Everyone deserves to feel welcome, supported, and valued at work. Valuing people for who they are, respecting difference, and supporting colleagues is central to The Aster Way.

What is allyship?

An ally is someone who is not a member of an under-represented group but who wants to support and take action to help an individual or a group.

We support each other to be the best we can be

Being any ally means valuing people with different experiences from our own, learning about privileges and natural prejudices, and working to make the workplace more equitable. This can be as an individual or as part of an existing group or network.

You don't have to have all the answers to be an ally. Mistakes happen and unlearning things takes time and effort. If you make a mistake, remember to listen, apologise, commit to change and move forward. Showing humility, vulnerability, and empathy in the workplace is incredibly important in being a trustworthy ally.

The different ways of being an effective ally:



Cheerleaders are visible and vocal supporters of those in under-represented groups, shining the spotlight on individuals in public spaces and forums. They provide a voice that's heard by large audiences, celebrate achievements, and advance the opportunities of those that are less represented.

How you can be a cheerleader:

Mention and praise under-represented colleagues in meetings, during conversations or online on platforms such as Asternet, LinkedIn or Perkbox.

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The amplifier

Amplifiers ensure that under represented voices are valued and heard and highlights the contributions and causes of others.

How you can be an amplifier:

Make sure everyone has a chance to speak in meetings and encourage all colleagues to regularly share their expertise and thoughts. It is often better to amplify the voices of others than speak for them.

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The researcher

The **researcher** ally actively seeks knowledge about the lived experience of those in less represented groups.

How you can be a researcher:

Listen and do your homework to gain insight into the key issues facing minority groups. Get up to speed on the issues that are important to them and explore how you can highlight or educate others.

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The intervener

The **intervener** takes action by challenging offensive or problematic behaviour, taking opportunities to defend and educate whenever there is a need to do so.

How to be an intervener:

Politely challenge any poor or offensive behaviour or language. If you feel able and safe to do so, this is best done in the moment, but if you feel it is more appropriate, a one-to-one conversation afterwards can be equally impactful, or you may wish to flag to a leader. Be careful to speak up, not over – an ally's job is to support and use their impactful position to educate others, but in a way that doesn't speak over the community members they're supporting.

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The supporter

A **supporter** is a trusted confidante for members of a non-dominant group to share their perspectives, fears, joys, and concerns. They create trust and give support, so that individuals feel heard, respected, and safe.

How to be supporter:

Encourage colleagues to open-up to you by being trustworthy, empathetic, and approachable. Show an interest and actively listen. Our colleague networks are safe spaces for allies to hear and learn from colleagues in marginalised groups.

If you would like to join one of our colleague diversity and inclusion networks to gain more understanding and experience of active allyship, please contact **Kathryn Jones**, diversity and inclusion lead.