



Creating an Allyship Organization

April 24, 2023 at 1pm CT

~

Presented by:

Dr. Airies Davis, Ed.D, MBA

@AiriesDavis

[linkedin.com/in/airiesdavis](https://www.linkedin.com/in/airiesdavis)

I'm Dr. Airies Davis

she/her



Practitioner-Scholar, Author, Talent-Strategist,
Coach, Luminary Speaker, and Columnist

Grew up in Greenwood, MS & Chicago, IL

I am a parent care-giver, aunt of nieces and twin nephews, lover of artistic baking tv & archery

- Women and Minority Owned Entrepreneur and Founder of...
 - **WorkforceEQi LLC**- strategically addressing emotions, mindset shifts, and mental wellbeing in the workplace with Diversity, Equity, Inclusion, Belonging, & Equality (DEIB-E) practices
 - **EtiKID Academy LLC**- character and career etiquette to underserved populations
 - **ListenUp SHEro's**- provides motivational sessions, coaching, and masterclasses to empower, evolve, and excel audiences to harness their superpowers
- **Dominican University**, Brennan School of Business, Executive in Residence/Adjunct Professor
- Commentator and Egretha Honoree for **"The Dr. Airies Report"** AWBC the voice of success and empowerment for African American women magazine
- Worked for **top organizations** including BetterUp, Monster Worldwide, Hudson Inclusion Solutions, Merrill Lynch, and Deloitte
- **W/MBE Business Supplier**, Conscious Business Coach, and Mental Health First Aid Certification
- Keynote **presenter, luminary speaker, and author** of several workshops/publications including Mission Matters: Women in Business v1 with 18 Women Business leaders-Book Chapter "Emotionally Intelligent Wonder Women: Behold Our SHEro Leadership Powers at Work"



Allie Johnston

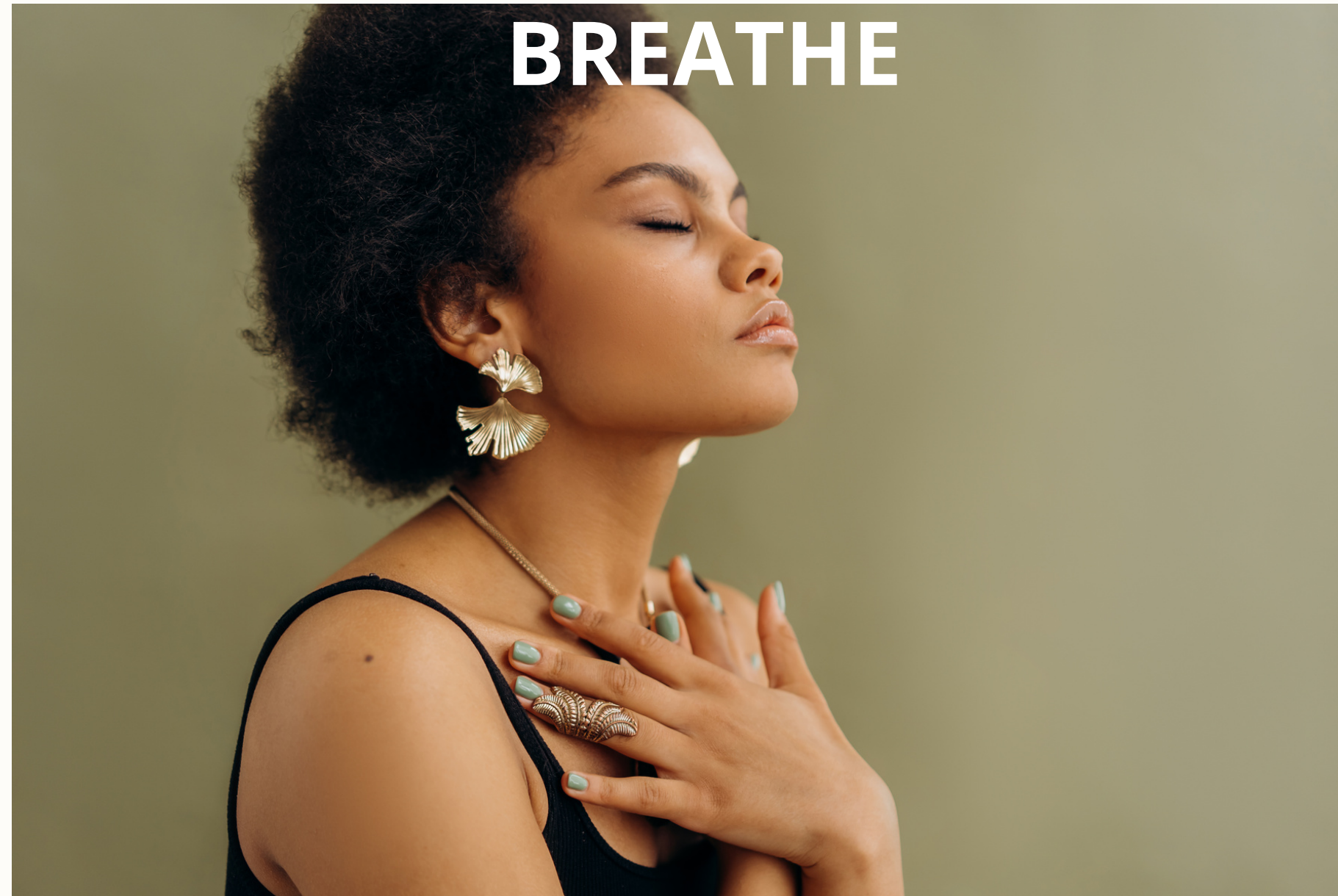
she/her



- Grew up in the DC-Maryland-Virginia (DMV) area
- Graduated from Brown University with a degree in Mental Health and the Arts
- Recently received her Master's from USC in Applied Psychology, with a focus in Organizational Psychology
- Conducted a study on disability inclusion initiatives in the workplace
- Led inclusion initiatives in event planning
- Fosters puppies in her spare time

GROUNDING MINUTE

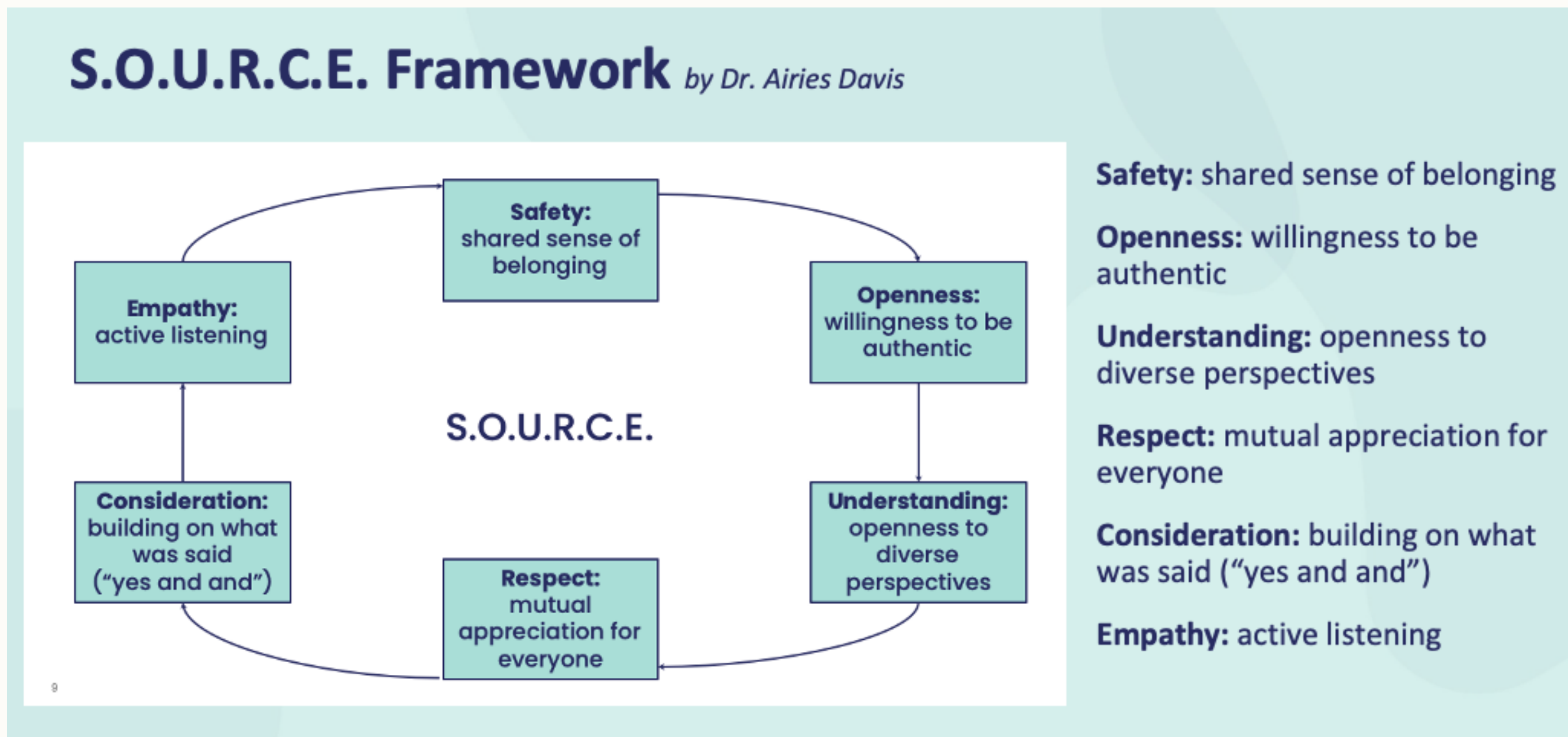
Let's ALL center our thoughts to be present for ourselves and others-



- Ask yourself: What brings you **joy**? (artifact, person, place, etc.)
- **Inhale** Joy, gratitude, peace, authenticity, release, etc.
- **Exhale** Blockage, distractions, negative thoughts, stress, etc.

Start with the S.O.U.R.C.E.

"Take Space and Make Space" exercise to build community norms that help foster a safe space. The goal is for everyone to make space for other voices/opinions to be heard and take opportunities to share their own voices/opinions, even if opposing.



ALYSHIP



**When I think of allyship, I
think of _____**

Fill in the blank in the chat!



What is "allyship?"

According to the National Institute of Health, allyship is

"the practice of emphasizing inclusion and human rights by members of an 'in' group to advance the interests of an oppressed or marginalized 'out' group"

Are You a 'Genuine' Ally?



Reflect on your organizational practices and leadership-based on culture, composition, and policy.

"True allies don't just say they're committed to diversity and inclusion – **they show it.**" Julie Kratz

Source: [Entrepreneurs.com](https://www.entrepreneurs.com)

Genuine ally

vs.

Performative ally

- Self-motivated & research centered-not leaning on oppressed group for historical answers-how to learn/unlearn
- Drop the 'savior' ego, active listen to learn, and focus on advocacy, action, & advancement
- 'Challenge the status quo', put skin in game by surfacing systemic issues, and ask 'am I complacent?'

- Lack knowledge/acceptance of true history of racism
- Self-proclamation of allyship vs. action based
- Inconsistent action (optics based)in the face of adversity

Misconceptions

4 COMMON MISCONCEPTIONS OF **ALLYSHIP**



1. PERFORMING:
"Performative Allyship"



2. PLATITUDES:
Empty Gestures



3. POSITION:
Having a Title



4. PERFECTION:
Getting it Right Every Time

 Center for Creative Leadership



True allyship is available in **every** interpersonal interaction and can be very **powerful** when **demonstrated** through quiet, private **action**



According to Forbes and Lean In, here are 6 ways to be an authentic ally:

1. **Educate** yourself
2. **Resist** assuming what others need
3. **Practice** the art of listening
4. Don't put people into **boxes**
5. **Recognize** that privilege is power
6. Don't let the **fear** of saying the wrong thing **keep** you from trying



What to do when you make a mistake...

1. **Recognize** the courage it took for someone to give you that feedback
2. **Take** the feedback as an **opportunity** to learn and grow
3. **Do** better next time!



Microaffirmations

"Microaffirmations are little ways that you can **affirm** someone's identity; **recognize** and **validate** their experience and expertise; **build** confidence; **develop** trust; **foster** belonging; and **support** someone in their career."

Source: ideas.ted.com, How to be an ally in the workplace and 13 ways to do it



Microaffirmations - Scenario

You have a black colleague who was recently promoted. You notice that she has worn her hair straight the entire time you've known her. One day, she comes into the office and her hair is naturally curly. She mentions she's nervous about how people will judge her appearance. You notice that she's a bit quieter than usual that day during your weekly meeting.



What **microaffirmation** can you give her?

SAY LESS

Evolving Language



Assumptive/Stigmatizing

Inspired Language

Wheelchair-bound	→	Wheelchair user
Handicapped parking	→	Accessible parking
Businessmen	→	Business executives
Guys	→	Folks, Y'all, Team
Crazy	→	Chaotic
"Falling on deaf ears"	→	Ignored/Dismissed

EVOLVING FROM VIOLENT LANGUAGE

Anna Taylor

INSTEAD OF

We're going to **pull the trigger**

I'll take a **stab at [it]**

Did we **jump the gun?**

I'll **bite the bullet**

That'll **kill** two birds with one stone

What's the **deadline?**

We have to pick our **battles**

Can you **shoot me** an email?

SAY THIS

We're **going to launch**

I'll take the **first pass at [it]**

Did we **start too soon?**

I won't **avoid it any longer**

That'll **feed** two birds with one scone

What's the **due date?**

We have to choose our **opportunities**

Can you **send me** an email?

Extra Bonus Nuggets

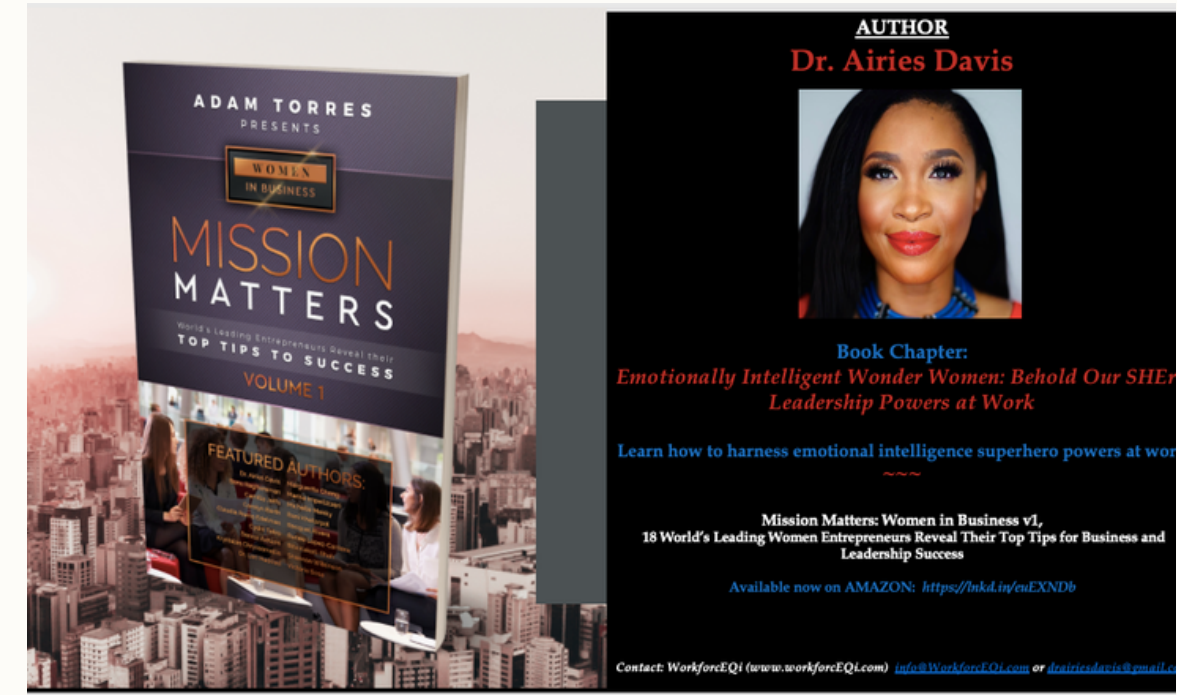


6 Traits/Behaviors of Inclusive Leadership

- *Visible commitment* - authentic & holds others accountable
- *Humility* - modest about capabilities & admit mistakes
- *Awareness of bias* - acknowledge blindspots
- *Curiosity about others* - open mindset & curiosity
- *Cultural Intelligence* - attentive to others cultures & adaptive
- *Effective collaboration* - empower others/team cohesion & psychological safety

This short list contains a mix of scholarly, commercial, and professional resources:

- Dr. Airies Davis' book chapter entitled: *Emotionally Intelligent Wonder Women: Behold Our SHERo Leadership Powers at Work*. [Link](#)
- Dr. Airies Davis' research *Preparation for a Global Economy: 21st Century Career Readiness and Academic Citizenship Skills for African American Workforce Entrants* [link](#)
- McKinsey: Understanding organizational barriers to a more inclusive workplace [link](#)
- Primal Leadership: Unleashing the power of emotional intelligence [link](#)
- Positive Psychology 13 Emotional Intelligence Activities & Exercises [link](#)
- HBR: The Ultimate Collection on Emotional Intelligence [link](#)
- 12 Leadership EQ Competencies <https://www.keystepmedia.com/shop/12-leadership-competency-primers/#.YYL27dnMJR1>
- Crucial Competencies <https://www.youtube.com/watch?v=GQhbFkB-oLc>
- Resilience & Emotional Intelligence <https://youtu.be/UqB5OHVwRY8>
- The Art of Managing Emotions <https://youtu.be/FKjj1tNcbtM>
- HBR: How Inclusive is Your Leadership [link](#)
- TedTalk with Dame Vivian Hunt: The path to more inclusive stakeholder capitalism article [link](#) and video [link](#)
- [The Keys to inclusive leadership](#)
- [Why Inclusive Leaders are Good for orgs](#)
- [11 Books to read if you want to be a more inclusive leader](#)
- [National Association of Colleges and Employers \(NACE\) by Dr. Airies RECOGNIZING EMOTIONS AS REAL AT HEART OF DEVELOPING EMOTIONAL INTELLIGENCE](#)
- [AWBC Media Magazine: ListenUp SHERo's-Should Black Women Act Like Chad or Chandra at Work?](#)



Let's Stay Connected



Creating an Allyship Organization

Presented by:

Dr. Airies Davis, Ed.D, MBA

info@workforEQi.com

[@AiriesDavis](https://www.instagram.com/AiriesDavis)

[linkedin.com/in/airiesdavis](https://www.linkedin.com/in/airiesdavis)

