

NEFRIENDED DEFRIENDED

See if you can figure out this word puzzle. *HINT: This puzzle is a popular saying.*

Compiled by Stephen Lapp.

Diversity Gazette

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Top *five* tips to be an effective ally...

by Alecia Matthews

In last month's issue, we explored ways listening helps make our work units stronger and more inclusive. In this month's edition, let's build on those listening skills and discuss a few tips to aid you in being an effective ally.

So, what's an ally? How do I know if I'm ally? In social science literature, scholars describe an ally as someone who is from a dominant social group (e.g., able-bodied, men, heterosexuals, Whites) who actively works to end a system of oppression that gives them privilege solely due to their membership in that group. Allies also take an active role in creating and maintaining workplaces that

are welcoming to all, regardless of their social group.

Here are a few tips to aid you in your journey to being an effective ally.

5 Use inclusive language.

Language can be a powerful tool to demonstrate your openness to all you encounter. Try to avoid language that's exclusive.

4 It's ok if you make mistakes.

There are times when we make mistakes. For example, we might forget to use inclusive language. Understand since this is a journey, we have to be willing to try again.

3 Engage others from your social group. Good allies help engage others to become allies. Every

workplace needs someone who encourages us to be our best self.

2 Talk less. This is a tough one, and I should know because I'm a talker. However, it's best to let those we ally with be able to speak their truth without interruption.

1 Listen more. Enough said. Just listen!

Did you get it?

Were you able to figure out the **word puzzle above**? If not, keep trying.



Resources

Reason, Robert, Millar, Roosa, and Scales, Tara (2005). "Toward a Model of Racial Justice Ally Development," *Journal of College Student Development*, 46, no. 5 (2005): 530-546.