WANT FROM ALLIES

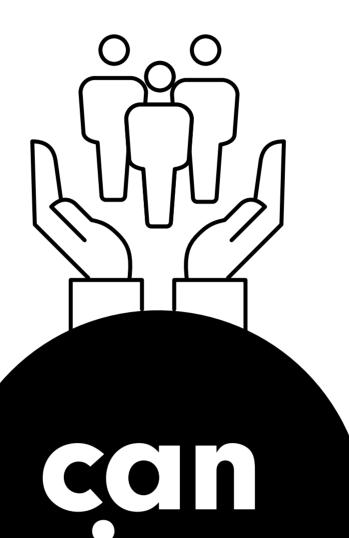
Here's what we've learned about allies in our latest research at Empovia. This is part 1 of a 3-part infographic series.

As we work to build more diverse, equitable, and inclusive companies, allies play a critical role.

An ally is someone who learns, shows empathy, and takes action on someone else's behalf.

An ally learns and builds empathy by reading, observing, listening, and hearing other people's lived experiences. An ally takes action by stepping up and stepping in as an advocate—even sometimes stepping back—so that our colleagues can thrive.





can rise.

HOW PEOPLE DESCRIBE GOOD ALLIES



An ally also leads the change by correcting unfairness and injustice

HOW PEOPLE WANT ALLIES TO SUPPORT THEM



and removing

barriers, so everyone.....

Recommend me for a new opportunity

Take action when someone says or does something harmful to me

Amplify my voice or ideas

Educate themselves to better understand me and/or my identity

Learn about biases

TOP ANSWERS BY RACE AND ETHNICITY

Asian & White: Trust me Black: Learn about biases

Latinx/Hispanic: Give me courage or confidence

Indigenous: Take action when someone says or does something harmful to me

MENA/Arab: Amplify my voice or ideas

Understood and supported my coming out at work.

They spoke out against transphobic comments made in a group setting.

WHEN SOMEONE EXPERIENCES DISCRIMINATION IN THEIR CAREER,

which is overwhelmingly people with underrepresented identities, we found their priorities for allyship shift to:

- 1. Give me confidence or courage
- 2. Take action when someone says or does something harmful to me
- 3. Trust me

I was being mocked for my religious beliefs and a supervisor helped the individual understand cultural differences.

Helped me escape a bully.

Empowered me to make critical decisions and covered my back for risks.

Put in a good word for me and helped me advance my career.

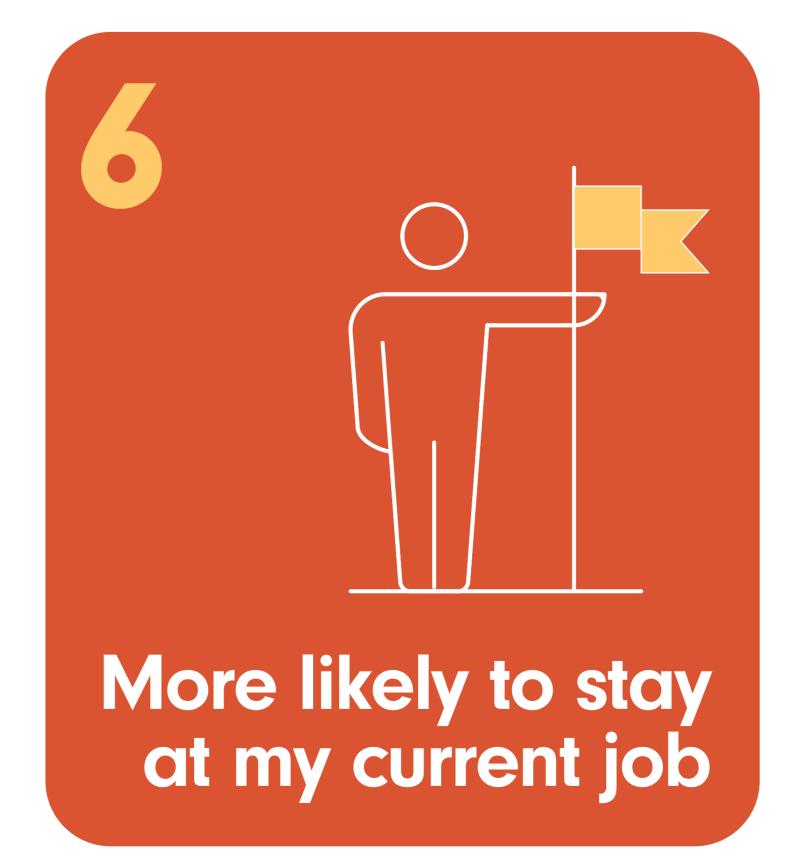
Hired me and gave me a chance.

HOW ALLIES MAKE A DIFFERENCE IN THE WORKPLACE









Empovia







Career advancement

Ensured I was recognized for my work.

They spoke up for me when I was being talked over.



Mentored me on how to become a leader.



