Allyship Practices to Foster Inclusion & Belonging

Allyship is the practice of fostering inclusion.

It is a practice where those with relative privilege and power support those who have been historically marginalized. Groups that have been historically marginalized are also referred to as equity-seeking or equity-deserving groups. Allies work to advance equity, diversity, and inclusion in our workplaces and communities by bringing awareness to and educating others on the realities and histories of marginalized people.

To become an ally you can

Increase your awareness

of challenges faced by equity-seeking groups.

Foster inclusion

through inclusion behaviors and actions.

Allyship is vital to consulting engineering

Allies help create a positive environment for all, resulting in teams that perform better, leading to improved problem solving and innovation, delivering projects that meet the diverse needs of the communities and groups that consulting engineers serve.

Inclusive allyship behaviors can be
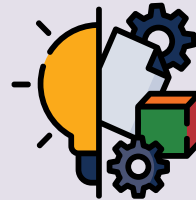
PROACTIVE

Efforts to increase inclusion and a sense of belonging.

› Taking active bystander training
› Introducing people to key partners and clients
› Talk about the expertise you see in others and recommend people for assignments

REACTIVE

Response to biased or psychologically unsafe behaviors when we see them.

› Speaking up to interrupt biased behaviors
› Ensure people are given credit for work or ideas during meetings
› Believe and validate others experiences by listening and not making assumptions based on your experience

Allyship in consulting engineering environments

Consulting engineers work in a variety of environments including on site and in communities where we work with contractors, clients, partners, and stakeholders. These settings can differ from our workplace environments in terms of inclusion. Allies can help make these environments more inclusive by:

▶ Interrupting and addressing inappropriate comments made by others

▶ Reviewing respectful workplace policies for the site to ensure your team is aware of expectations and how to report concerns

▶ Integrating psychological safety into safety plans for site visits and develop escalation plans that is accessible for field staff

▶ Including considerations for accessible washrooms for all during travel to/from as well as on site and in communities

▶ Establishing a code of conduct for community events to ensure community members and team members are treated with respect

Create and commit to an allyship action plan

Research shows that allies are most effective when they create an action plan. Your plan should use the principles of continuous improvement and use SMART goals.

Include both proactive and reactive allyship behaviours.

S	M	A	R	T
specific	measurable	attainable	relevant	time-based