



# Insights Pack

## Allyship: Understanding and Contributing to an Inclusive Workplace

Diversity Coffee Connect Series

7<sup>th</sup> September 2023



# How to use this pack

- ▶ Use this pack as part of your reflective practice, relating to Equality, Diversity and Inclusion leadership development.
- ▶ Reflect on the session theme; using the **Our Focus** page to:
  - ▶ Ask yourself the **questions offered for consideration**
  - ▶ Choose one or more **blogs or resources** offered to help you reflect on the questions
- ▶ Read the **Enablers and Opportunities word-cloud** and **Call to Action** page to explore the themes, ideas, comments and take away points from the participants who attended the live event

## Finally ask yourself:

- ▶ What have I learned from this experience, in the moment and now?
- ▶ What one thing will I do differently going forward?
- ▶ How can I commit to the actions I identified?

## About Diversity Coffee Connect

Watch our 2 min animation on the aim and purpose of this programme

**Have you heard  
about our  
Diversity Coffee  
Connect  
programme?**



- ▶ Watch the video [here](#).

# Our focus

**Allyship: Understanding and Contributing Effectively to an Inclusive Workplace** as part of our leadership capability theme of Collaborating and Influencing.

The theme for this session was Allyship; we explored how to be an active ally and contribute to an inclusive workplace culture. We were joined by Priscilla Chipo Marongwe who shared her experience and insight on allyship in the workplace.

## Reflective questions / conversation starters

- ▶ What does allyship mean to you?
- ▶ Have you noticed times when you could have been an ally?
- ▶ Do you feel confident to be an active ally within your workplace?
- ▶ What tools do you need in your toolbox?
- ▶ Where do you start?

## Resources offered for consideration



46 min watch – [Diversity vlog on Allyship by Priscilla Chipo Marongwe](#)



5 min read – [Vlog Summary](#)



6 min read – [7 ways to practice active allyship by Poornima Luthra](#)

# Our contributor

With a focus on storytelling and reflections, our contributor shared her experience and insight on the topic of allyship.



**Priscilla Chipso Marongwe**

Equality, Diversity and Human Rights team  
NHS Education for Scotland

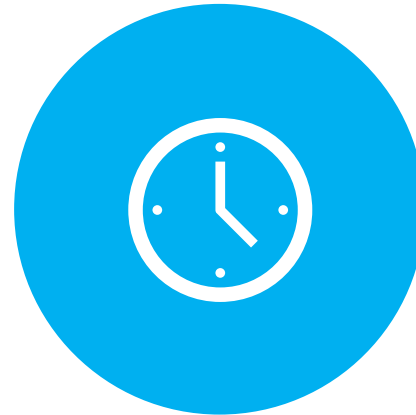
- Allyship is about lifting each other as people, creating platforms and opportunities.
- Allies should act in support of and in partnership with different communities, not on behalf of them.
- Within the workplace, allies enable an equity of voices, an environment where everyone feels safe, and everyone can be themselves and able to do their work effectively.
- 7 ways to practice active allyship; from Poornima Luthra's book ['The Art of Active Allyship'](#)
- Allyship is a journey, it's an ongoing process of learning, growth and using your 'noticing muscles'.

# Group discussions

We invited our community to explore what allyship means for us, and what practical learning we can take away using breakout groups to enable real conversations and connections.



5 BREAKOUT ROOMS

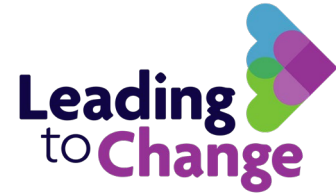


TIME IN BREAK OUT  
ROOM: **25 MINUTES**



EVENT DURATION: **60  
MINUTES**

# Enablers and Opportunities



Participants created a word-cloud with enablers and opportunities arising from our group discussions.

We collectively identified 65 enablers in total



[View all responses in plain text](#)

# Call to action (I)

We collectively identified the following actions, relating to 'one thing we can do' following our session

Reflect more on what I do  
and less on what I say

Ask for help when I get it  
wrong

Encourage colleagues to  
attend and support these  
events. Include  
information about  
'goodish' in our resources.

Take notes at the  
time of an incident, to  
support a complaint  
of harassment

Practice self Allyship

Curiosity and  
Inquisitive

Be brave and  
sensitive

Learn more about  
being an active  
bystander and put it  
into practice

Thinking about how we  
encourage people to be allies  
and break down their fears  
and barriers of what that  
might mean - doesn't have to  
be in an activism role but can  
be more subtle actions

# Call to action (II)

We collectively identified the following actions, relating to 'one thing we can do' following our session

Share inspiring ideas from the session with those who are keen to learn but couldn't be here

Standing out and standing up

Keep working on raising my awareness of others needs and being supportive

Think more about how to engage across generations

look at how we build into our structure rather than seeing networks as an add on

Keep the focus on what we can do with networks and use service and systems development, while being mindful of the power in those systems

I am going to be using my noticing muscles in work interactions

Keep seeking to learn

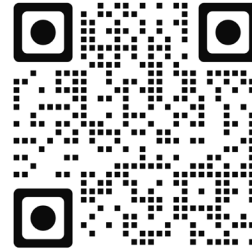
Curiosity and Inquisitive

Being curious

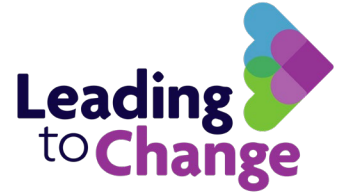
Listen more than speak



# Moving forward



Scan for  
events



▶ **Tell us more** [hello@leadingtochange.scot](mailto:hello@leadingtochange.scot)

- ▶ How did you use this Insights pack? What was useful or what would you like to see?
- ▶ We would love to hear your ideas for potential topics and contributors
- ▶ Do you have thoughts and learning to share? Would you like to write a blog or know someone who could? Our team can fully support you with this.

▶ **To find out more**, please explore

- ▶ [Our Equalities page](#) – links and resources in relation to our Diversity Coffee Connect Series, upcoming events, diversity blogs and more.
  - ▶ [Our many leadership, sector and programme resources](#) available to read, watch and engage with from internal and external sources
- ▶ We hope to see you again soon at one of our [next events](#) – scan the QR code above to find out more



# Wellbeing resources

- We recognise that this session may have raised some issues that you recognise in yourself or others.
- National Wellbeing Hub: <https://wellbeinghub.scot/>
- Coaching for Wellbeing: <https://wellbeinghub.scot/resource/coaching-for-wellbeing-a-digital-coaching-service-for-all-health-and-social-care-staff/>
- Other national services: <https://wellbeinghub.scot/national-services/>



**Thank You!**

