

Allies in racial understanding and inclusion

Organizations have an opportunity to take action by investing in and engaging as allies in matters relating to race. Demonstrating care and being curious, driving collaboration and using critical thinking courageously fosters understanding, deepens learning and influences skeptics.

People who think of themselves as allies benefit because they have more frequent and effective conversations with others. This has very important social, institutional and organizational impact. RSM's ally priorities list below was designed in response to employee network/resource group member requests and encourages allies to take a clear-eyed look at the energy and activities that comprise their anti-racism practices.

1. Take action to create moments of the "valued community" that include fellowship between whites and people of color
2. Serve as a collaborative leader for others while working for institutional understanding
3. Work on personal interactions with all people of color so your behavior does not reflect unconscious bias or privilege blind spots
4. Give and get peer support from other allies as you model inclusive behavior and discuss their views
5. Intervene if you witness racially problematic statements or behaviors
6. Convert more allies by helping people understand that racism is an important issue and that they are part of the solution
7. Manage your own learning path as an ally
8. Make lifestyle and personal choices that reflect your passion for racial equity
9. Support racial equity efforts with money or time
10. Manage your online presence and your communication within your organization to promote inclusion using empathy and perspective-taking to build trust

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