



Everyday Inclusion Toolkit: Triple AAA

Ally - Amplify - Advocate

Ally: Someone who supports a group other than their own. Allies acknowledge disadvantage and oppression of other groups; take risks and action on the behalf of others; and invest in strengthening their own knowledge and awareness of negative bias. **Noun and Verb*

Allyship in Action

- ✓ “I’m here for you. Let me know if you’d like me to jump in”
- ✓ Don’t try to be a savior or expect a thanks
- ✓ Help people understand the imbalance of opportunity
- ✓ Spend your privilege
- ✓ Listen. Believe what people tell you about their experiences and take action to make changes where you can.

Engage Your Teammates:

- ✓ What allyship is and why it’s important
- ✓ The role we all play as allies
- ✓ Specifics:
 - Help people understand the imbalance of opportunity
 - Give examples
 - Point it out when you see it in action

Amplify: to expand (something such as a statement) by the use of detail. To make larger or greater (as in amount, importance, or intensity.) To increase the strength or amount of, especially to make louder.

Amplification in Action

- ✓ Echo and repeat what someone has just said, using their name when possible
- ✓ Attribute ideas to their source
- ✓ Share ideas, results and potential you see in individuals to a broad network of people

Advocate: Publicly recommend or support. Someone who fights for something or someone, especially someone who fights for the rights of others.

Advocacy in Action

- ✓ Speak up for abilities, character, results when they are not in the room
- ✓ Suggest for stretch assignments, promotions, opportunities
- ✓ Invite them to the table