

## Resource Guide to ALLYSHIP

### SUMMARY

Dr. Poornima Luthra, an author and associate professor at Copenhagen Business School, defines allyship as “a lifelong process of building supporting relationships with people who are from underrepresented, marginalized, discriminated groups. And the purpose of allyship is to nurture inclusion and to lift others.” (See link to Access to Inspiration Podcast below.)

The journey toward being an ally is a continuous one. As you will learn in the materials cited below, allies take the time to examine their own implicit biases and to read, listen, watch, and deepen understanding. They demonstrate humility and curiosity to learn from members of underrepresented and/or marginalized groups about their experiences in the world and the biases they have faced. It is very important to demonstrate empathy and vulnerability in those interactions. But simple declarations of support are not enough. Rather, it is essential to adopt behaviors and take actions that support their causes, amplify their voices, and advocate for measurable change. In the words of Dr. Tsedale Melaku, Associate Professor at the Zicklin School of Business, true allyship requires “becoming more invested in doing the hard work ... in order to make this moment transformational and not just a moment in time ...” (See link to Rare with Google video, below.)

### RESOURCES TO EXPLORE

Center for Creative Leadership: [What is Allyship? Your Questions Answered](#) (Joanne Dias and Jayke Hamill, July 19, 2023). The content is also available in a webinar format – [Introspection Into Action: Becoming an Ally in a Time of Racial Unrest](#) (Joanne Dias and Jayke Hamill).

Access to Inspiration Podcast: [Demonstrating Active Allyship](#) (Sept. 27, 2023). The content is also available in an article – Harvard Business Review: [7 Ways to Practice Active Allyship](#) (Poornima Luthra, November 8, 2022).

Rare with Google on YouTube: [Examining Allyship](#) (Tsedale Melaku, June 20, 2021).

LinkedIn: [Allyship: What It Is and Why It Matters In Your Workplace](#) (Kimberly Lonas, April 5, 2023).

People Managing People: Allyship: [Why It's The Top Skill Set Of 2024 – How to work on being a better ally to build more resilient workplaces](#) (Katie Zink).

Great Place To Work® Institute: [What is Allyship in the Workplace?](#) (Claire Hastwell, December 14, 2022).

Harvard Business Review: [A Guide to Becoming A Better Ally](#) (Rakshitha Arni Ravishankar, June 7, 2023).

Harvard Business Review: [6 Ways to Move from Allyship to Activism](#) (Nahia Orduña, May 16, 2023).