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**Scottish
Ambulance
Service**

Working in Partnership with Universities

**Organisational
Development**



Allyship & how to be an active bystander

Time to Learn

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Aim

The aim of this session is to increase the awareness of the importance of active bystanders within our organisation, and the actions delegates can take to make a difference.

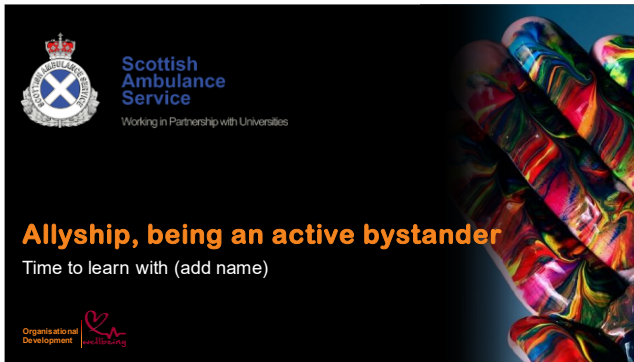
Objectives

- Explore what allies are and the impact they can have on under-represented individuals
- Describe what actions you can take to turn allyship into an active bystander
- Turn intent to action, discuss what actions you can take to implement your active bystandership

Session time 90 minutes

Session context

Allyship is critical to fostering an inclusive culture. The right policies alone cannot shift culture. It's critical that employees become part of the cause. That's where allyship comes in. Research shows, active allies (active bystanders) don't just influence one person at a time. They inspire others to act as change agents, too, creating a culture of acceptance and support. Simply put, allyship is a powerful force for good. The challenge is, many employees are not showing up as active allies, this time to learn session has been designed to explore the positive impact allies have on under-represented groups and send a call to action.

Allyship, being an active bystander	
Session – Objectives Resources - Timings	
Session Welcome & objectives Total time 90 minutes Objectives • Provide colleagues with a warm welcome • Set expectations for session Timings 0 hours 10 minutes Running total 0 hours 10 minutes	PPT1-4, (10 minutes total), roughly 2.5 mins each (total session time 90 minutes). Slide  • Introduce self and role • Thank them for attending • Advise group you are looking forward to providing an interactive session Slide 

Getting the most from the session

- Get involved, use the chat box to share your thoughts and ideas.
- Participate in the group discussions.
- Have some paper ready for activities and to capture your own notes.
- Dispel the myth: attending a training session provides knowledge, this is about putting the knowledge into practice.

Slide**Objectives**

1. Explore what allies are and the impact they can have on under-represented individuals
2. Describe what actions you can take to turn allyship into an active bystander
3. Turn intent to action, discuss what actions you can take to implement your active bystandership



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**Explain**

During today's session we will be:

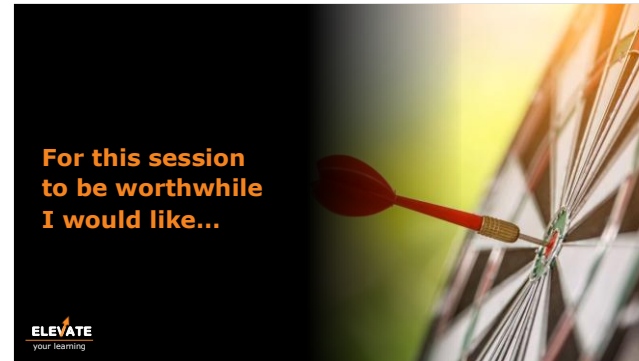
- Explore what allies are and the impact they can have on under-represented individuals
- Describe what actions you can take to be a positive ally
- Turn intent to action, discuss what actions you can take to implement your active bystandership

The session has been split into two, during the first half of the session we will focus our time on what allies are and the role they can play in SAS, and the final part of the session we will explore actions you can take as an active bystander.

Explain

Allies have a critical role to play in creating inclusive workplaces. Research tells us that allies have been key to advancing fair treatment of under-represented staff. Their involvement, often precisely because they're not under-represented, can have a transformative effect on the culture of an organisation and the workplace experience of those who are under-represented. It's clear that across the UK, the vast majority of employees want their workplaces to be a fair and inclusive environment.

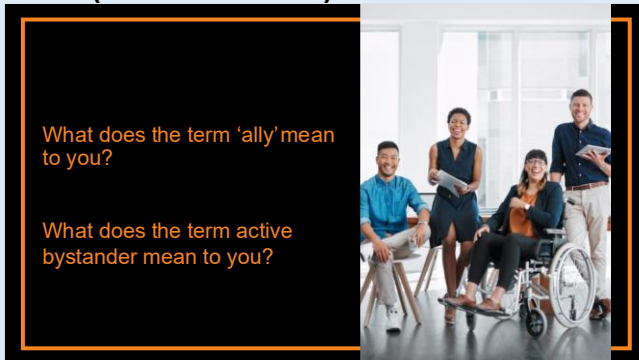
State: Now that you've heard the objectives of the session, I'd love to hear what you would like to get out of today's session.

Slide**Chat Box Action**

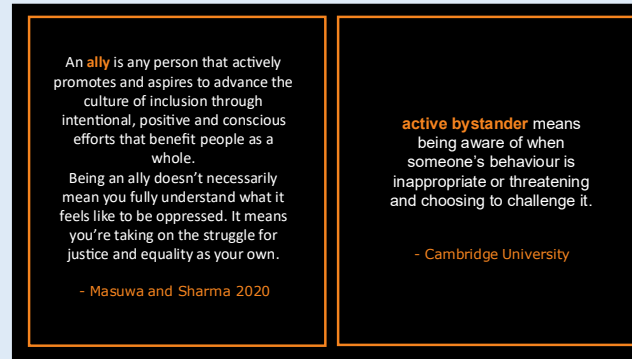
- Read out some statements from the chat box
- Pick up on any trends, where necessary, pick out 1 or 2 standout statements, ask for more information

Ask

Ask the group if they have any additional questions deal with then move on.

Session Allies, what are they? Objective Explore what allies are and the impact they have on under-represented individuals. Session timings 0 hours 25 minutes Running total 0 hours 35 mins	Session Positioning This session has been designed to explore the definition of the term ally and why allies are important to those from under-represented groups. Slide (animated slide)  Ask: • What does the term ally mean to you? • What does the term active bystander mean to you? Chat Box Action • Read out some statements from the chat box • Pick up on any trends • Where necessary, pick out 1 or 2 standout statements, and ask for more information Explain A quick online search will give you varying perspectives of what this means. They all have similar key points:
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Slide



Slide notes

Ally: Is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive, and conscious efforts that benefit people as a whole.

Being an ally doesn't necessarily mean you fully understand what it feels like to be oppressed. It means you're taking on the struggle for justice and equality as your own. - Masuwa and Sharma 2020

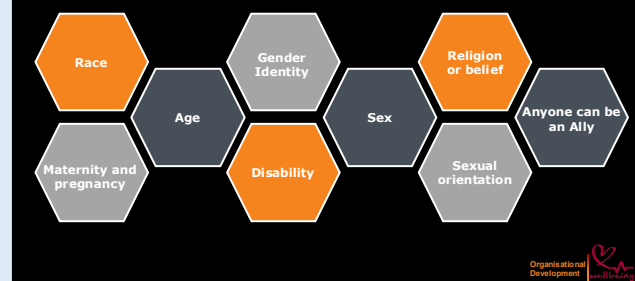
Active Bystander: Active bystander means being aware of when someone's behaviour is inappropriate or threatening and choosing to challenge it potentially calling in / out the behaviour. – Cambridge University

Explain

Acts of allyship generally fall into one of three categories: **speaking up (often referred to as active bystandership)**, **extending opportunities** and **challenging the status quo**.

Allies can speak up for someone who's being treated unfairly or dismissively by **advocating for them** or by **amplifying underappreciated perspectives and contributions**.

Allies can also give people opportunities by helping them access learning, leadership roles or professional and social networks. Finally, allyship can mean working to make your team's everyday systems, processes, decisions, meetings and communications, fairer and more equitable.

Slide**Anyone can be an ally...****Explain**

- Everyone has the ability to be an ally.
- Privilege is intersectional.
- Utilising power and privilege to make the difference

E.G., White men and women can be allies to people of colour, men can be allies to women, and straight people can be allies to members of the LGBTQI+ community. Non-disabled people can be allies to those with different abilities, economically privileged can be allies to those who are not and so on.

Slide**Activity Being an ally and active bystander****In small groups discuss:**

- What support / actions would you want from an ally, active bystander?
 - Discuss examples of when someone should speak up
- What impact will this make?



ELEVATE
your learning

Activity: Being an Ally / Active Bystander (15 minutes total inc. debrief)

Action: Split the attendees into small groups, explain they will have 8 minutes to discuss the questions on the slide, nominate one of your group to feedback the highlights of your discussion.

***Ask the group to focus on the positive for this section as we will be discussing the challenges later in the session.

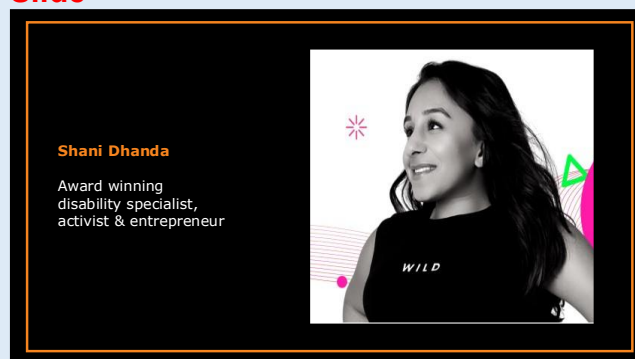
- What support would you want from an ally and active bystander?
 - Discuss examples when someone has or should have spoken up
- What positive impact would this make?

Action

Once the 8 minutes are up close the group and ask each group to debrief their discussion, explore where necessary.

State

Let's hear from award-winning disability specialist Shani Dhanda, one of BBC's, 100 Women, Shani believes allyship is about people acting on each other's behalf to address systemic problems. She says "being an ally is very different from being a friend". (only play till 1:40 on the video)

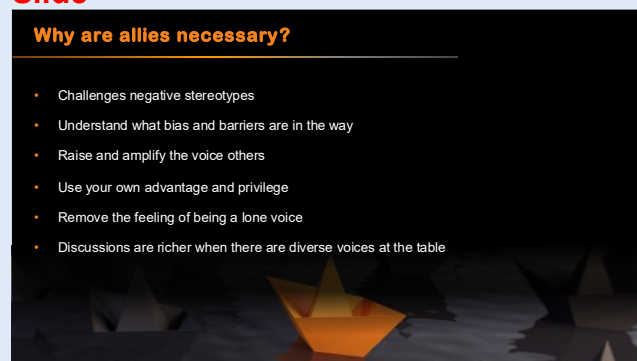
Slide

[How to be an ally and build a more inclusive world - BBC World Service, BBC 100 Women - YouTube](#)

Ask

What are your thoughts on Shani's points?

Slide



Recap some of the key points made so far.

Discuss

What makes being ally in SAS different from other organisations / environments.

Suggested responses

- Public expect SAS to work to a higher moral standard.
- Relationships with members of the public
- Patient facing – impact on care
- It's the right thing to do
- Role model societal behaviours
- If we don't treat our own staff with respect, how can we expect that common decency be provided to the public
- Need our staff to represent the society we represent
- *****Civility saves lives, 61% decreased bandwidth 'unsafe culture'**

Slide**Part 1 Summary**

Being an ally is more than being sympathetic towards those who experience discrimination. It is more than simply believing in equality.

Being an ally means being willing to act with and for others in pursuit of ending oppression and creating equality.

Tenzin Gyatso, the fourteenth Dalai Lama, said:

"It is not enough to be compassionate. You must act."

Organisational
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**Part 1 Session Summary**

Within our organisation, and our communities we are a diverse set of people and, as much as progress has been made in society to be more inclusive, we still have some way to go. When you are part of a dominant group, it can be tricky to see things from an under-represented persons' perspective, and that's where becoming an ally, active bystander can start to make a difference.

Allyship is critical to fostering an inclusive culture. The right policies alone cannot shift culture. It's critical that employees become part of the cause. That's where allyship comes in. Research shows, active allies) don't just influence one person at a time. They inspire others to act as change agents, too, creating a culture of acceptance and support. Simply put, allyship is a powerful force for good.

Ask the group if they have any questions, deal with them then move on.

Session Being an ally and active bystander, take action Learning outcome Explore what actions to take to be a positive ally Session timings 0 hours 40 minutes Running total 1 hours 15 minutes	Session positioning This session has been designed to explore the different actions individuals can take to truly be a great ally and active bystander. Slide  Explain In the next part of the session, we are going to focus on the actions you can take to move from being a passive bystander to an active ally, bystander. Let's be honest, how often do we hear, its easy just challenge the poor behaviour or actions? If it was easy calling out / in people's behaviour then more of us would be doing it, it takes a lot of moral courage to challenge in the moment. So, my question to you is, what makes it challenging to challenge poor behaviours in our teams etc.?
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Slide 12**Why can it be challenging being an ally?**

- Not always knowing if a behaviour or action was inappropriate
- Fear of getting it wrong
- Fear of upsetting people
- Not wanting to put ourselves in the open for criticism
- Lack of confidence in what we should say
- Being out casted by our team, seen as trouble maker
- Being made fun of, woke

Slide notes

- Not always knowing if a behaviour or action was inappropriate
- Fear of getting it wrong
- Fear of upsetting people
- Not wanting to put ourselves in the open for criticism
- Lack of confidence in what we should say
- Being out casted by our team, seen as a troublemaker
- Being made fun of, called woke
- Being accused of not understanding banter, jokes, dark humour
- Being new to the team

Ask What can you do if someone challenges you back?

(Have a short discussion sharing tips on what people can do respond to these sorts of challenges, through **calling in** and **calling out** behaviour)

- **Calling in** is the practice of opening a non-judgemental dialogue that seeks to support someone in understanding why their behaviour may be unacceptable and how they can educate themselves.
- **Calling out, is a bit firmer**, where you challenge behaviour a bit more head on.

Ask: Where can you get support if this does happen?

- Line manager, like minded colleagues, join staff networks

Video

Play the rest of Shani's video here.

Action

Remind the group about the concept of Intent Vs Impact

Explain

If you have attended the Inclusion starts with I session you will have heard us talk about the concept of intent Vs Impact, if not here's a little reminder.

Slide

Intent vs impact

**We judge
others by their
actions and
ourselves by
our intentions.**



Intent vs Impact

This statement, made by author Stephen Covey, highlights a common tendency in how we judge ourselves and others.

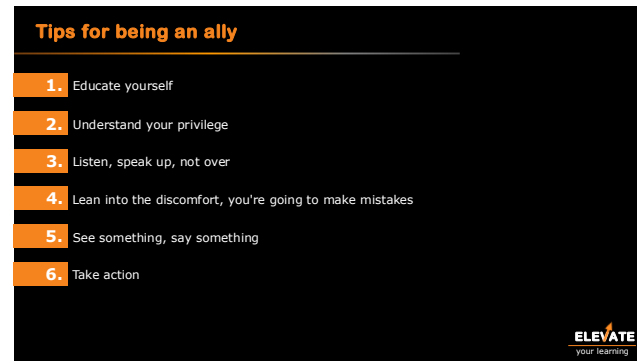
The challenge is that we often focus on our own intentions when reflecting on our actions, while focusing on the behaviour of others when evaluating them. While intentions matter, they do not remove the impact of our actions.

In simple terms, you may say or do something that has a negative impact on a colleague without intending it that way. However, good intentions do not negate the impact those actions can have on others.

Ask: Where does 'banter' fit into all of this? (**intent vs Impact**)

Explain: on the next slide we have some tips which will support you to being an active ally, bystander.

Slide



Slide notes

1. Educate yourself

Don't ask people from marginalised backgrounds to take on the emotional, psychological and physical burden of educating you. Educate yourself from reputable sources and if you are asking a colleague from a marginalised background about their experiences, make sure you have their permission to discuss.

	2. Understand your privilege Privilege simply means that some people experience fewer barriers than others because of aspects of their identity or circumstances. Recognising this can help us better understand different experiences and consider how we can use our influence to support inclusion and fairness. 3. Listen, Speak up, not over You must listen to the communities you are trying to be an ally for. Without listening, you have the danger of venturing into 'saviour' territory. This is where you assume you know more about what marginalised groups need than the individuals who are part of that group. Your actions become self-serving and you benefit more than the groups you are trying to help. 4. Lean into the discomfort, you're going to make mistakes You won't get it right all the time, and that's okay. Stay open to feedback, remain curious and respectful, and be willing to learn and unlearn. Acknowledge that mistakes can happen as part of the learning process, and focus on listening, reflecting and improving. 5. See something, say something If you witness behaviour that is discriminatory, exclusionary or inappropriate, challenge it where appropriate or report it through the appropriate channels. Supporting colleagues and addressing issues when they arise helps create a culture where everyone feels valued, respected and included. 6. Take action Ask What's your thoughts on these tips? Would you add any others?
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Slide**Successes of allyship in business**

- In our organisation, allies have worked together on many subjects including insert:
- Sponsorship, there are examples from individuals across a range of companies about how being an ally, and sponsoring them can support their career growth.
- BT Sports ran a campaign about stopping sexist hate online, this helped increase conversations about the topic and resulted in, more people calling it out in the comments
- Add in some examples



Allyship is hugely important particularly in our organisation.

Slide**Activity****Intent to action**

- Discuss each of the tips to being an effective ally, and discuss what actions you can individually take to put these into practice
- What do you foresee your biggest challenge to be, and what can you do to mitigate it?
- Once you have done this, discuss what actions you can take to use your own platform to influence, at different levels across the organisation



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Development | Wellbeing

Explain

For our final activity I am going to split you back into smaller groups.

1. Discuss each of the tips to being an effective ally and discuss what actions you can individually take to put these into practice.
2. What do you think your biggest challenge to be and what can you do to mitigate it?

3. Once you have done this, discuss what actions you can take to use your own platform to influence at different levels across the organisation.

Action: Start the break out groups, once the 15 minutes are over close the groups and ask each group to debrief their discussion, explore, and probe where necessary.

Ask the group if they have any further questions before closing the session.

Slide

Summary

Allyship is critical to fostering an inclusive culture.

The right policies alone cannot shift culture.
It's critical that employees become part of the cause.



Session Summary

- Allyship is critical to fostering an inclusive culture.
- The right policies alone cannot shift culture.
- It's critical that employees become part of the cause.

Allies at any level in an organisation, even those without management responsibilities, can have a significant positive impact on people's behaviour and help to make their workplace more inclusive for all under-represented groups.

Your motivations for being an ally will most probably stem from your own personal values, what you believe in, at times you may find that speaking out is challenging and you may face comments such

	as snowflake or woke, part of being an ally puts you in a position to listen, understand and explain in the right way why the behaviour is inappropriate.
Session Feedback, summary, Close Session timings 0 hours 10 minutes Running total 1 hours 30 minutes Resources Feedback e-mail prepared and ready to send	Slide Make things happen  Share one thing you are going to put into action. Explain It's now time to check out of the session, before you go, can you share one thing you are going to put into action Slide 22 Feedback  Insert link to feedback

We value your feedback, can you please open the link provided and complete the feedback for the session. There are only 4 questions and we would love to hear what you thought, and what could make the session ever better

Thank the group and close the session.