

Allyship



Colloquium on Diversity - GSW
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Facts & Figures (the Gap)

Technology Industry

- White people -- 83% executive category (15% higher than professional cat.)
- African Americans – 2% vs. 5.3% profess.cat.
- Hispanics – 3.1% vs. 5.3%
- Asian Americans – 10.6% vs. 19.5%

Gender:

- <7% women, in tech professions in Europe
- White men 47% more likely to be executives than white women
- Intersectional: decrease 13% black women (2007-2015)

(*) U.S. Equal Employment Opportunity Commission in 2016



What is an ally?

Being an advocate for people from marginalized groups, without being a member of that particular group yourself

*Any person/organization that **actively** promotes and aspires to advance the culture of **inclusion** through **intentional, positive** and **conscious** efforts that **benefit people as a whole**.*

Lift others by advocating - identify microaggressions - listen, support, self-educate & change, engage

Who can be an ally?

Everyone has the ability to be an ally as *privilege* is intersectional :

- white women → people of color,
- men → women,
- cis → members of the LGBTQI+ community,
- able-bodied people → those with different abilities,
- economically privileged people → those who are not
- etc.

Support must come from the top down and the bottom up.

Once **leaders** are more visible about their allyship, this creates a safe space for other leaders and **colleagues** to do the same

What is allyship?

- A lifelong process of building **relationships** based on **trust**, **consistency**, and **accountability** with marginalized individuals and/or groups of people.
- **Not self-defined**—work and efforts must be **recognized** by those you are seeking to ally with (do not take credit where credit is not due).
- An opportunity to **grow and learn about ourselves**, whilst building confidence in others.
- True allyship merges **long-term advancement**, mutual **interests** and **resource sharing**



words & action in sync

How?

Not through performative allyship!

Private life

- Have conversations
- Intervene safely if abuse
- Call out inappropriate behavior
- Focus on the person, not confronting the aggressor
- Using inclusive language

At the workplace

- Become a sponsor – champion
- Calling out inappropriate behavior
- Task all employees
- Regular training on unconscious bias
- Different recruitment methods
- Recognize privilege / practice amplification
- Follow an array of voices
- Share the spotlight

Be strategic in your allyship – an ally can't effectively champion every underrepresented group

Allies - Roles

- **Sponsor**: vocally support the work from colleagues from underrepresented groups in all contexts.
- **Champion**: similar to Sponsor, BUT in more public venues. Champions willingly defer to colleagues from underrepresented groups in meetings and in visible, industry-wide events and conferences, sending meaningful messages to large audiences.
- **Amplifier**: ensure that marginalized voices are both heard and respected. Focused on representation within communication.
- **Advocate**: use their power and influence to bring peers from underrepresented groups into highly exclusive circles. Recognizes and addresses unjust omissions, holding their peers accountable for including qualified colleagues of all diverse groups.
- **Scholar**: seek to learn as much as possible about the challenges and prejudices faced by colleagues from marginalized groups. Scholars never insert their own opinions, experiences, or ideas, but instead simply listen and learn. Scholars do their own research to seek out the relevant information.

One usually overlooked diversity

Neurodiversity

What?

- i.e. Autism – 51% higher skills than needed; <16% adults with autism get a job
- Autistic adults with advanced degrees could only get jobs dishwashing, cashiering, or working in warehouses
- Neurodiverse individuals are those with developmental disabilities such as autism, ADHD and social anxiety disorders.
- These individuals aren't disabled per se, but differently abled.
- Struggle with social skills, & have above-average abilities on analysis, information processing, and pattern recognition.
- Tend to see patterns in data that others cannot

How?

- Get buy-in from all levels
- Engage with the local community
- Adjust your hiring practices
- Be patient
- Organize expert-driven, two-way training
- Be ready and willing to accommodate
- Amplify the message
- Building, and supporting, a diverse workforce starts with data
 - Gather feedback, and create a roadmap for affecting positive change.



Some cases Neurodiversity

Israeli Defense Forces (IDF)

team on autism spectrum –
patterns

Australian Defense Department

neurodiversity program in
cybersecurity

Spanish Security Company

IT team in pattern identification and
AI validation – no mistakes, quick,
not tired

EY Neuro-Diverse Centre of Excellence

processes that took 2-3 hours were
reduced to just 2 minutes



What for?

DEIB

Diversity

Inclusion

Equity

Belonging

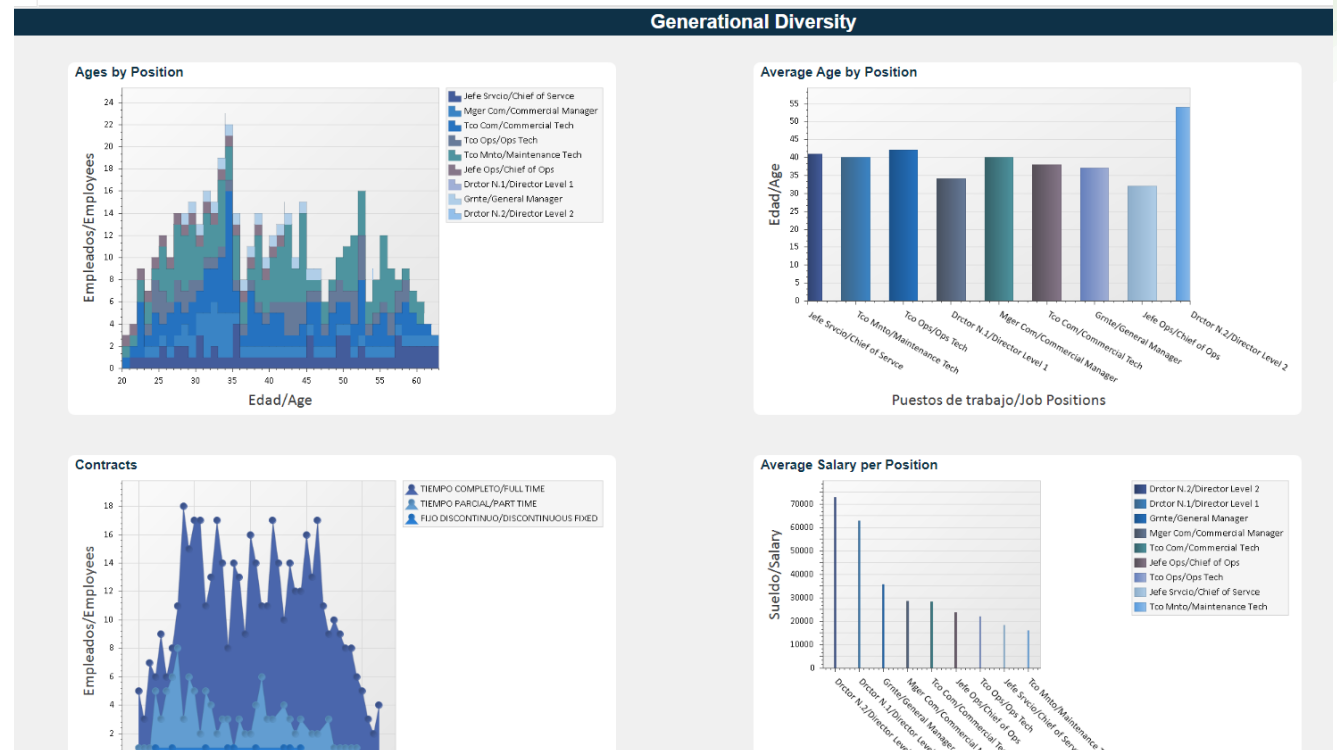


Allyship

Not only to find and keep *great talent*,
but to create *better managers*

Something We Do To Help Companies

- At QALEON we have created a tech solution to help companies: **DiQal**, a commitment to diversity.
- A Business Intelligence Solution to assess the maturity level of the DE&I strategy in a company.
- It helps in building the diversity map and the perception of the different stakeholders of the organization.



The Commitment To Diversity

It is a Business Intelligence solution with which you can assess the maturity level of the company's De&I strategy.

It facilitates the construction of the diversity map and allows you to know how the different stakeholders of the organisations perceive it.



Diqal
by Qaleon



Analyzes All 5 Diversity Parameters

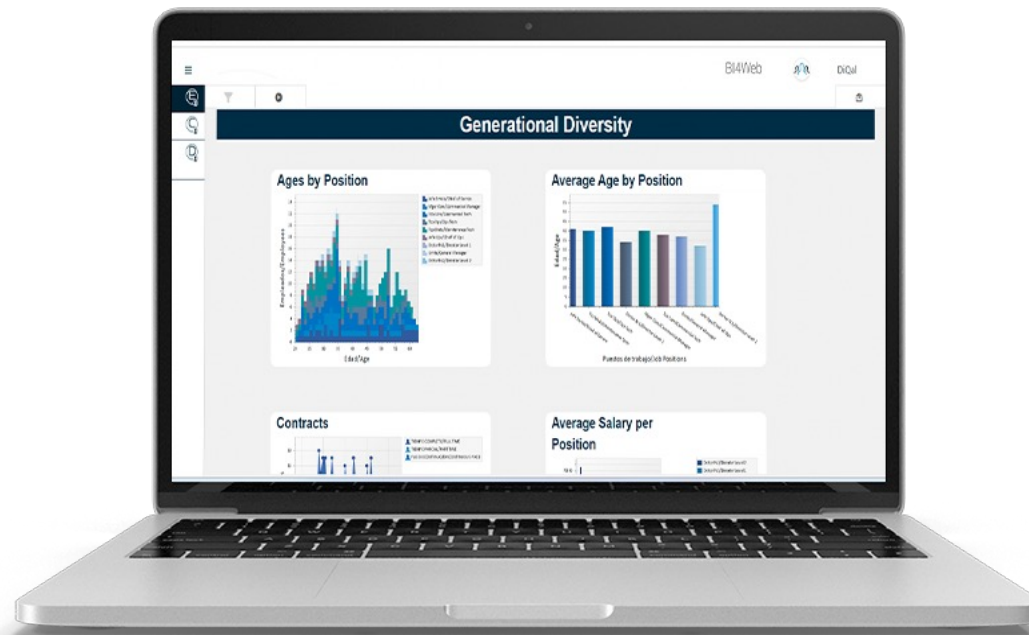
Sex

Origin

Age

Gender

Ableism



How to Build a Diversity Strategy



- 01** Stakeholders dialogue
- 02** Identifying expectations
- 03** Diversity Map



- Identifying corporate gaps **04**
- Validation and Implementation **05**
- Prioritisation Matrix **06**



Thank you!

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