



Council for Insurance Agents
and Brokers Presents:

Allyship in a Corporate Setting

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ALLYSHIP IN A CORPORATE SETTING

AGENDA:

- **A HISTORY OF DEI**
- **CORPORATE ALLYSHIP**
- **CORPORATE DEI ALLYSHIP IN PRACTICE**
- **NOW WHAT?**
- **Q&A**
- **WRAP UP**

A HISTORY OF DEI



DIVERSITY & EQUITY & INCLUSION (DEI)

DIVERSITY: A representation of varied identities and differences, collectively and as individuals, that allow for the proactive engagement, understanding and drawing upon various perspectives;

EQUITY: Ensures fair treatment, equality of opportunity and fairness in access to information and resources for all;

INCLUSION: The cultivation of a culture of belonging by actively inviting and valuing the contribution and participation of all people;

CORPORATE ALLYSHIP



def. ALLYSHIP (“accomplice”)

- The practice of emphasizing social justice, inclusion, and human rights to advance the interests of an oppressed or marginalized groups.
- Outcomes of allyship considered to be desirable by proponents include greater inclusion in the workplace along with the value and empowerment of marginalized groups within the workplace.
- **Behaviors that are part of allyship include activism, changing to more inclusive use of language, and combating forms of prejudice such as racism, sexism, homophobia, transphobia, xenophobia, ableism and other forms of discrimination.**

DEI ALLYSHIP

BEYOND JUST A STATEMENT

Words mean nothing without actions. COMMITMENT + ACTION = a more diverse, equitable and inclusive workplace.

UNLEARN/RELEARN

"Sometimes, you must revisit the past in order to understand the present and prepare for the future."

EDUCATE. ENGAGE. EMPOWER.

Do research, ask questions, consult with a DEI professional.

CORPORATE ALLYSHIP IN PRACTICE



Allyship “DO’S/DON’T’S” in a Corporate Setting

DON’T:

1. Rely on employees of different backgrounds to lead DEI efforts;
2. Make statements in support of DEI without following through with actions;
3. Approach this work from the lens of the dominant culture in the workplace;
4. Discount the experiences of marginalized groups in a corporate setting;

DO:

1. Consult a DEI professional;
2. Offer added compensation for employees leading DEI efforts and include a budget line-item to fund DEI initiatives;
3. Understand that DEI initiatives lead to an overall cultural shift in the workplace;
4. Center and listen to the feedback and suggestions of marginalized groups in a corporate setting;

ALSO..

- CREATE, SUPPORT, AND ENCOURAGE RACIAL DIVERSITY COMMITTEES IN THE WORKPLACE FOR ONGOING EFFORTS.
- ENGAGE THE COMMUNITY OUTSIDE OF THE WORKPLACE THROUGH COLLABORATIONS, DIALOGUE AND PARTNERSHIPS.
- DEVELOP A DEI VISION AND OUTLINE INTENTIONS FOR THE WORKPLACE.
- CONSIDER:
 - PERCENTAGE OF DIVERSITY IN SENIOR LEADERSHIP;
 - DIVERSITY IN RECRUITING AND PROMOTION PRACTICES;
 - SOCIALLY CONSCIOUS STOCK INVESTMENTS, DONATIONS, GRANTS, ETC.;
 - DEI POLICIES IN PLACE;

NOW WHAT?

- SELF ASSESSMENT
- CORPORATE ASSESSMENT
- INITIATE DIALOGUE
- DEVELOP A DEI VISION
- CONSULT A PROFESSIONAL
- **PREPARE FOR A LIFE-LONG COMMITMENT**

Q&A

THANK YOU!

DEI CORPORATE ASSESMENT INQUIRIES

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