

# TOP 5 TIPS

## Allyship in academia: Creating a community of inclusion



### BE A MENTOR

Mentorship is usually based on differentiations in the hierarchy of power. However, creating peer mentorships by engaging with your colleagues can be an equally effective way of learning and creating a culture of cooperation.



### BECOME OK WITH HAVING COURAGEOUS CONVERSATIONS

Discussions about bias at any level can be difficult. However, when we are brave enough to have these conversations, we can change our culture for the better. Let's get comfortable with talking about topics that we may not want to but are needed if we are to learn from one another.



### RECOGNISE YOUR PRIVILEGE

All of us have a certain level of privilege that may have aided our social advancement. Recognising when our privileges may have given us advantages over others can aid us in learning how to use our privileges and the platforms that accompany them, to create opportunities for the advancement of those with less privilege.



### EDUCATE ONESELF THROUGH ACKNOWLEDGMENT OF OUR OWN UNCONSCIOUS BIAS

Unconscious bias are biases that we ourselves are not aware of. They are often based on preconceived notions of people we have had little previous interactions with.

This can contribute to a creation of prejudice against people for which we have not had meaningful interactions with. Cultivating a culture with minimal bias requires us to learn about the historical context of structural inequities in our workplaces and to address our own unconscious biases so that diversity and opportunity can flourish simultaneously.



### BE A CHAMPION FOR CHANGE

Understand that we may not be responsible for historic wrongdoings, but we are all responsible for dismantling structures that cause ongoing inequalities today. Recognise your own power to challenge inequalities and to drive change. We each play a role in challenging policies and attitudes that create imbalances in opportunities. You can advocate for a culture that is free and equitable. Recognise your power, put on your cape, be a hero for change!