



People.
Passion.
Pride.
Since 1833.

Understanding allyship at Menzies

International Women's Day 2023



What is allyship?

Put simply, an ally is any person who helps or supports others.

It is most commonly used in reference to advocating for individuals who belong to under-represented or marginalised groups.

Allyship is a consistent effort to use your **privilege** and **power** to support and advocate for people with less privilege than yourself.

Watch the video by clicking the image.

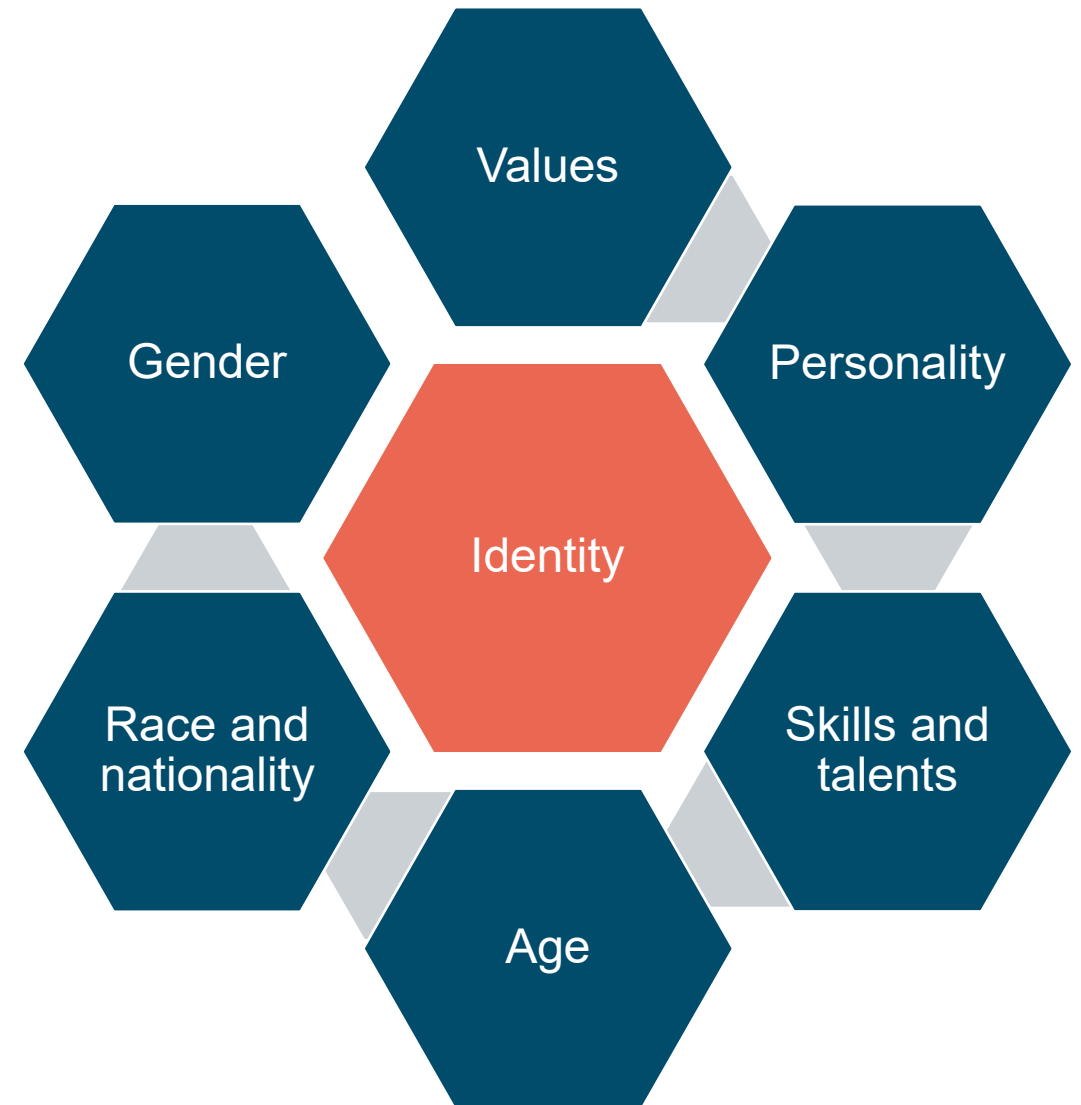


Press **CTRL + click** on the image to watch this short video

Understanding privilege

Privilege is unearned advantages we may have because of different aspects of our identity.

- Your identity is complex and made up of many things that make you who you are: from personality traits and values to things like your age, race, gender, socioeconomic status and nationality.
- Some parts of your identity grant you power and privilege. In other parts, you may have less privilege. There may be more barriers that society puts up for you.
- This is all to do with how society is made up and inequalities that exist, many of which are rooted in the past.



...and many more things which make you, you!

Understanding power

Power is your individual ability and opportunity to influence and make a difference.

Power at work is your ability to make an impact.

At Menzies, everyone can play a part in making a positive impact, through supporting and advocating for those that we interact with every day.

For example, you may have the power to drive positive change during:

- Everyday interactions in conversations, meetings and relationships.
- Development opportunities like courses, secondments, promotions, travel to other Menzies locations.
- Recognition and rewards: praise, performance reviews and pay decisions.
- Hiring: reviewing CVs and facilitating interviews.

5 simple ways to be a better ally

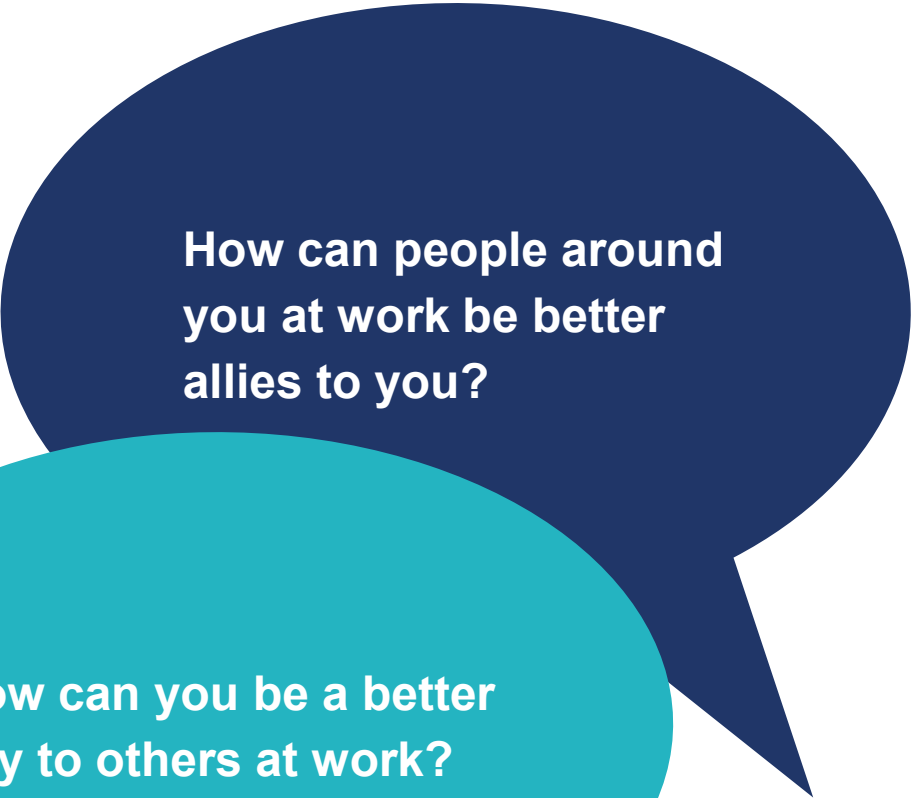
Allyship can foster authentic inclusivity. It help creates a diverse workplace and culture where colleagues in underrepresented groups are less likely to feel isolated and on the margins.

It's the small, everyday acts of allyship that can make a big difference.


- ✓ Further your own learning on allyship, privilege, power and bias. Unconscious bias training is available to all Menzies colleagues online (on your local learning system). Try to understand and acknowledge the challenges that those in underrepresented groups in the workplace might face.
- ✓ If you are interviewing, ensure the interview panel is diverse to gain broader views.
- ✓ Acknowledge important religious and cultural celebrations and life milestones.
- ✓ Speak up if you witness behavior or speech that is degrading or offensive.
- ✓ Celebrate your colleagues' achievements, talk about the expertise you see in others and recommend them for stretch assignments and learning opportunities.

We're all on the journey together

- Know why allyship is important
- Reflect on our own privilege
- Understand your power to make change
- Listen to each other's experiences
- Practise acts of allyship



How can people around you at work be better allies to you?



How can you be a better ally to others at work?