



If you attended our Lunch and Learn webinar on Allyship, LGBTQ+ and supporting other marginalised communities in the workplace with our expert by experience Kevin Bazeley, you've hopefully already picked up some useful guidance. Here's our summary of key points and tips.

### What is allyship?

- "Standing by the side of someone from a marginalised community and supporting them, even when you are not directly part of that community and helping them to have their voice heard."

### The importance of allyship and employee resource groups

- An employee resource group is a group set up and run voluntarily by employees with commonalities, such as for marginalised groups.
- Employee resource groups are the visible face for employees and an identity that they can share and be proud of, as well as being able to offer support and events relevant to their community.
- They also play an important role in raising awareness with the rest of the organisation.
- Some people can feel excluded if they don't 'fit' any of the groups, even though they could join if they wanted to. It helps to name the groups in such a way other people can feel they can access them and to understand why certain groups need to exist.

### Unconscious bias

- Unconscious bias understanding and training is beneficial for employees across the board. It can help to recognise what the biases are and how we can take steps to overcome them, but then worth moving into more focused training in specific areas which helps people to understand in much more depth, including what definitions mean.



### Definitions and fear of saying the wrong thing

- How do employers and employees stay up to date with definitions and the conversation and not fear saying the wrong thing?
- Training helps as definitions change often and can be confusing.
- Provide a safe environment at work where people can ask genuine questions to further their understanding and encourage those within the marginalised communities to be open to answering appropriate questions.
- It is however important to recognise that just because someone belongs to a group, their experience is likely to be personal to them and they may not have all of the answers.

***“Being able to bring your whole self to work and feeling included and valued.”***

### What else can employers do?

- Recognise and talk about relevant events or ‘weeks’ in the calendar of marginalised communities to employees.
- No one size fits all – find the I&D that works for your organisation, don’t try and do everything at once. Do something, try it, if it works keep it and try something else as well.
- Make inclusion at the heart of your processes, starting with hiring and recruitment.
- Scale your approach relative to the size of your business or organisation.
- Don’t just share your inclusion approach internally, share externally which will also help to you to appeal to new talent and greatly improve your external reputation.
- Ambush! Introduce speakers or training or talk about it when it may not be expected.
- Leadership needs to be on board with inclusivity and diversity, sharing messages and ensuring the business takes them time to listen, otherwise it will be difficult to make progress.

***“Studies have shown that more diverse companies will outperform their competition by up to 30%.”***



## Q&A's

### Is linking with other groups and companies helpful to accelerate our approach?

There is great value in networking and having an exchange or information sharing programme with other organisations. Try and find organisations out of your own business sector to avoid competitive issues. Contact Inclusivity Works who can link you with other inclusive organisations.

### Further support and resources

[Subscribe to Inclusivity Works newsletter](#)

You can also contact Kevin and find more information through his website: [Idea](#)

[www.inclusivityworks.org](http://www.inclusivityworks.org)

 [Inclusivity Works](#)

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