



Tunnelling Association of Canada
Association canadienne des tunnels

Equity, Diversity, and Inclusion Moment

Allyship – Being an Ally



What is an ally?

An ally is someone who supports and unites themselves with another individual or group to promote a common interest where both benefit.

Relating to diversity and inclusion, an ally is someone who actively and consistently seeks to end the systemic disempowerment of people belonging to a group.

Allies can help improve feelings of inclusion and belonging.

How do I practice allyship?

- Be a true listener
- Respect people's lived experiences when they share them with you
- Provide solidarity
- Stand beside, not in front of
- Provide the support you are asked to provide, not what you would imagine would be helpful / what you want to do
- Apologize for any mistakes (for example, incorrect pronouns, incorrect pronunciations) and move on without waiting for forgiveness (centering your own feelings)
- Recognize that groups you wish to ally with are not homogenous in their thinking

Thank you!

The End