

Women in Business Education Presents

# MOMENTUM

## Striving to be a Courageous Ally

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WiBE



# Agenda



- Definitions
- Perspective of workshop
- Specific areas where Allies are needed
- General actions you can do to be a Courageous Ally
- Reflection
- Question and Answers



# Courageous Ally for What?

- Actively work to rid the workplace of systematic inequities
  - Policies
  - Procedures
  - Practices
- Discrimination
- Protect against Academic Bullying/Harassment
- Inclusive work environment



# Women in the Workplace FACTS

1. Women are still underrepresented
2. Women leaders are more active and more likely to be champions of DEI
3. Women are more likely than men to practice ally ship especially to women of color
4. There's a notable disconnect between the ally ship actions women of color find most meaningful and the actions white employees prioritize.



**There is work to be done!**



# Courageous

- Not deterred by danger or pain; brave
- The quality of being ready and willing to face negative situations involving danger or pain
- Standing up against the odds without flinching
- The attitude of facing and dealing with anything recognized as dangerous, difficult or painful

***“Taking worthy actions despite the potential risk”*** (Detert, 2018)



# Ally

- Ally: (n.) An ally is a member of a privileged group who advocates against oppression.
- An ally works to create social change rather than participate in oppressive actions.
- The ally helps foster an environment that is respectful, diverse, inclusive, and free of bias.

## An Ally Is...

“Someone who doesn’t have to stand up for someone else, who might even lose something if they do, but they do it anyway because they know it’s the right thing to do”

6<sup>th</sup> Grade Student

Rosetta Eun Ryong Lee (<http://tiny.cc/rosettalee>)

# Ally is a verb—Action is needed



# Potential Risks

- **Social isolation/lack of acceptance**
- **Gossip**
- **Inaccurate Annual Review**
- **Support (personal, resources, other)**
- **Rejection**
- **Embarrassment**
- **Criticism**
- **Judgement**
- **Negativity**



# This is MY Perspective

- Personal Background
- Career
- Research
- Interests
- Minority Experience



# Reflection and Share



- **Watch the video**

- [Video](#)

- *How do you feel?*
    - *Expressions?*
    - *Emotions?*

- **Think of a time when you witnessed some one who needed an Ally but you just couldn't act courageously.**



# When you know better you do better

- Forgive yourself for past inactions
- Its not over until its over
- Its never to late to stand up
  - 3 A's
    - Apologize,
    - Acknowledge—Admits the truth of something
    - Amends—gesture to make it right

Do the best you can until  
you know better.

Then when you know better,  
do better.

-Maya Angelou



EmilysQuotes.Com



# Areas of Focus

- **General Foundation**

- Bystander
- Knowing your power
- Education
  - Minority Experience
  - The game of life
- Negative Assumptions/bias

- **What can You do?**

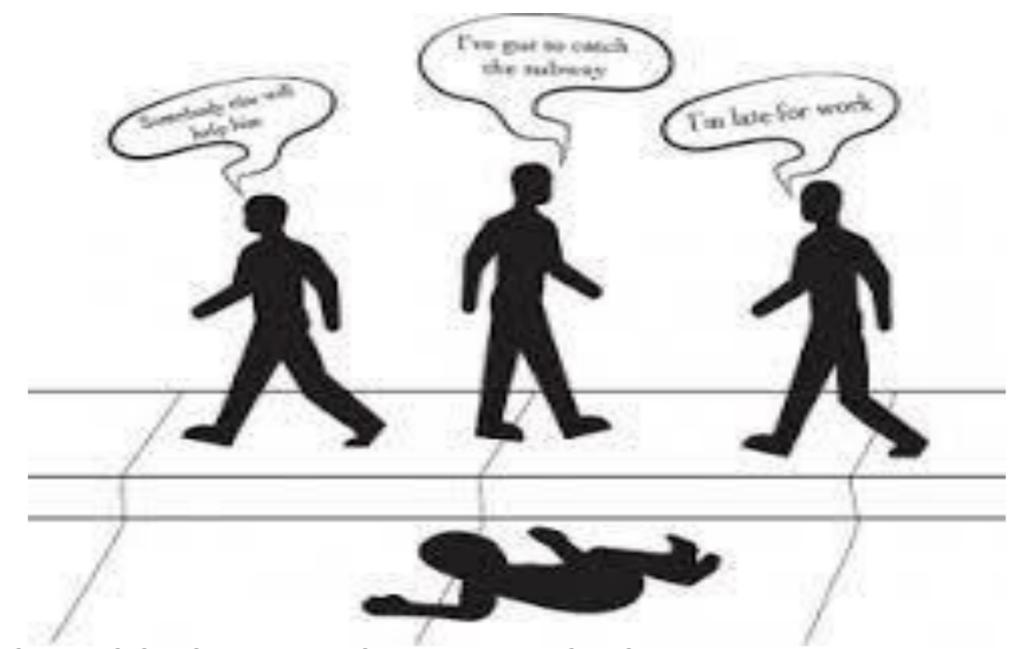
- Be evidenced based
- Jumpstart
- Hiring
- Inclusive work climate
- Bullying/Harassment

- **How to increase your success**

- Competently Courageous



# Benefitting Bystander



- The bystander *effect-phenomenon in which the greater the number of people present, the less likely people are to help a person in distress.*
  - If you do nothing—you are a participant –maybe worst
  - Are you receiving advantages of some sort from marginalizing others?
  - Diffuse responsibility—the belief that others will do something or that the majority must be right
- *Gas lighting*-is loosely defined as making someone question their reality.
- “Talking to Strangers”

The only moment that is **true** is the present moment

*If you are neutral in situations of injustice –You have chosen the side of the oppressor.*

Desmond Tutu



**You have *POWER*—Use it!**

- NO
- YES
- Network
- Influence
- Intellect
- Communication Skills
  - Listening
  - Articulation



**Know your Super Power!**



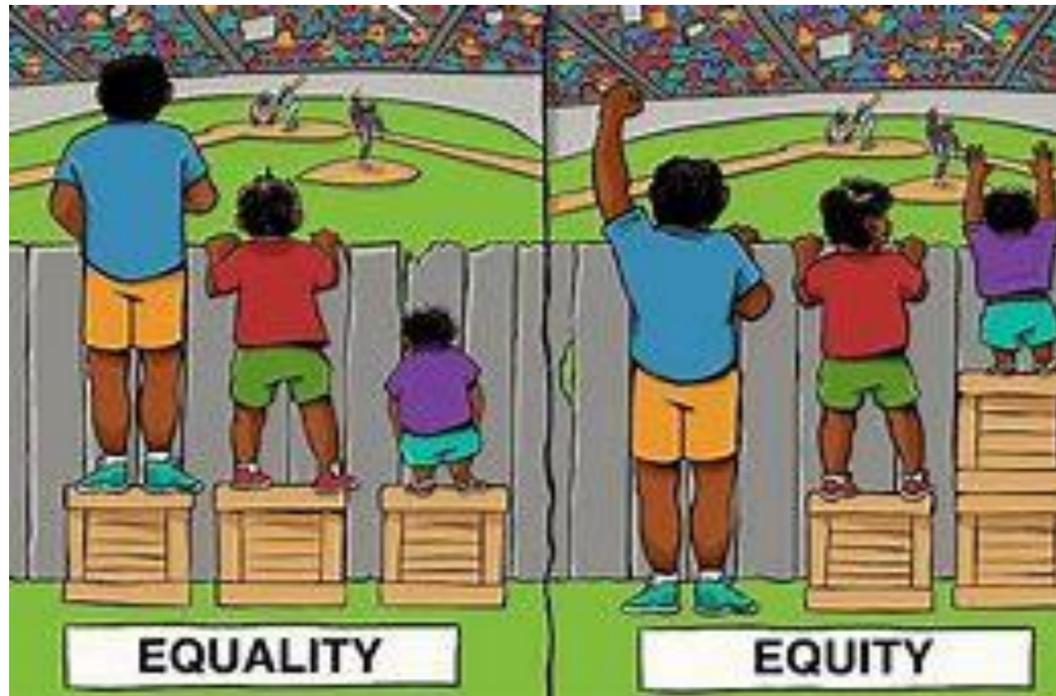
# Your Presence is an Action

- Witnesses can put a halt to
- Show up
- Walk the halls
- Enter the room
- Make yourself known
- Remove your self



# When the rules are fair, but the game isn't

- Monopoly (Jost,Whitfield & Jost, 2005)
- Equity vs equality
  - “I gave them all the same thing”
- Caste



# Minority Experience is Real

- Minority Experience –is different
  - See them don't judge them
  - Out group, in-group
  - Lonely
  - Not welcomed,
  - It's a regular familiar process,
  - Negative assumptions
- There are some benefits
  - It's a gift



*There is a reason you are in the room (Brene Brown)*

*Being a minority is not a mere matter of numbers but an emotional experience and about a history and accumulation of experiences.*



# Negative underlying Assumptions

- DEI goals distract from quality standards
- There aren't *any* available
- They don't fit our organizational culture
- They have too many other options
- High demand, too much competition
- They don't want to work here
- Unqualified
- Deceit or criminality
- Mother hood
- Scary—threatening
- DEI Hire



Don Miguel Ruiz

***How can I disrupt these narratives or norms with facts and knowledge?***

***Negative underlying assumptions have to be contested***



# Be Evidence Based

- Is that a fact?
- Demand Transparency
- Ask questions
- Use Data
- Don't accept what you are told as face value
  - In systematic situations of inequality---there is untruth built in
  - Some people are just simply—ill informed
  - Listen to *behaviors*



# Let them Play

- “broken rung” at the first step to manager
- Allies can provide the hand to jump start change



# Hiring is always a Problem

- Pipeline is not always the issue
- Salary Negotiations
- Representation
- Tokenism
- Bias
- Stereotype
- Self-fulfilling prophecy
- Interrupt the —usual suspect



# Inclusive Environment

- Encourage and demand interaction
- Talk to them LEAP (Cleary, 2020)
  - Listen
  - Engage
  - Ask
  - Provide opportunity, encouragement
- Clean up the energy
- Belonging—You belong, We want you here
- Imposter Syndrome



# Inclusive environment

- Intervene during micro aggressions:
  - A surprise at abilities
  - Being interrupted
  - Constant comments on age, hair or appearance
  - “When I look at you, I don’t see color”
  - Intelligence
    - “You are so articulate”
    - “You are a credit to your race”
- Stop “Gang” emailing
- Create an environment for forgiveness
- Inclusive Meetings
  - “I won’t meet without her!”
  - Conversations are allowed and encourage by all



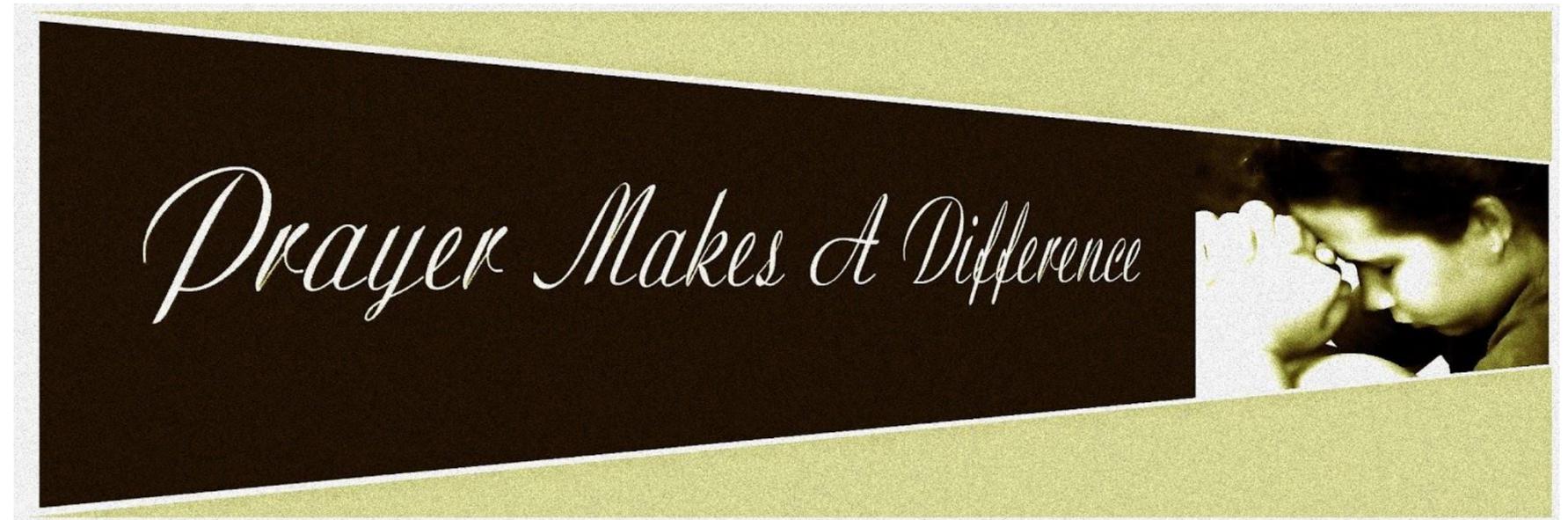
# Bullying and Harassment

- Abusive language
- Loud verbal attacks
- False Accusations
- Sabotage
- Withholding resources
- Exclusion
- Unreasonable work demands



# Don't rule out Prayer

- Yourself
- The situation
- And the human





# What's The Goal?

- Opportunity
- A safe place to work—free from constant judgement
- A place to grow and develop
- Open career doors
- Protected and defended
- Recognized and rewarded
- Inspired to go beyond
- Leaders who lead by example and with compassion
- Respectful, open honest Communication
- Reminded that they are seen and valued
- The ability to be forgiven



# Reflection and Share

- **Watch the video**

- [video](#)

- **Put Yourself at the Bus stop –Now imagine yourself acting courageously.**

- *How do you feel?*
  - *Expressions?*
  - *Emotions?*



# In Summary

- Allies intervene when they hear untruths
- Allies safely intervene when they see someone being bullied or harassed.
- Allies take initiative to learn about issues from a variety of sources and perspectives.
- Allies are open to change
- Allies recognize their privilege and use it
- Allies correct others if they hear someone say something they know is wrong
- Allies use their power (experience, presence, no, yes)
- Allies use all of their resources to fight for change

“ WHAT WE THINK OR WHAT WE KNOW OR  
WHAT WE BELIEVE IS, IN THE END, OF LITTLE  
CONSEQUENCE. THE ONLY CONSEQUENCE  
IS WHAT WE DO. ”

John Ruskin



# **Choose Courage over Comfort and Answer the Call**



# References

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- She Stood Alone (Movie)
- Be a Better Ally (Melaku, Beeman & Smith, 2020)
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- The Call to Courage (Brene Brown, Netflix)
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- Women in the Workplace 2021 (Mckinsey & Company, 2021)
- When the Rules are Fair, But the Game isn't ( Jost, Whitfield & Jost, 2005)
- The Impostor Phenomenon in High Achieving Women: Dynamics and therapeutic intervention (Clance & Imes, 1978)
- Dear White Friend: The realities of race, the power of relationships and our path to equity (Melvin J. Gravely II, 2021)
- Talking to Strangers (Malcolm Gladwell)



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**Thank you** so much for participating today! **!**

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