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## Equity, Empathy and Your Role as an Ally

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### Equity

Proactively creating **environments** that maximize the likelihood of **success** for a diverse array of individuals:

- a. Environments where people feel **psychologically** safe.
- b. Environments where people can be their true **authentic** selves.
- c. Environments where people have access to the **resources** they need to be successful.

### 2 Types of Unconscious Bias That Can Negatively Impact Equity

#### 1. Proximity Bias

The human tendency to **favor people** (and their ideas, perspectives, suggestions etc.) who are **physically** closer to us. A big reason for this is that the closest people and ideas are often the most **familiar**.

Sample Negative Impact: FLEXIBLE WORK ARRANGEMENTS

#### 2. Affinity Bias

The human tendency to **gravitate** toward those we perceive to be most **like ourselves** and therefore, away from those we perceive to be less like ourselves. We do this to remain in our **"comfort zone"**.

Sample Negative Impact: RECRUITMENT and CAREER DEVELOPMENT

### 7 Ways to Improve Organizational Equity

1. Make sure everyone understands **equity** and **why** it's important.
2. Formally **assess** equity within your organization (i.e., Employee Engagement survey).
3. Identify the **outsiders** (e.g., new employees, underrepresented group members, numerical minorities, individuals with relatively little power).

## 7 Ways to Improve Organizational Equity (continued)

4. Create **mentoring** opportunities for all new employees.
5. Develop **Employee** Resource Groups (ERGs)
6. Tell your DEI **story**.
7. Create **allyship** opportunities AND **reward** ally behavior.

### Allyship

Using the resources, access and power you have as an **insider** to help **outsiders** gain access to the people and resources they need to be successful.

1. Listen and respond with **empathy**.
2. Recognize that **privilege** exists (educate yourself).
3. **Advocate** for outsiders by connecting them with key people and resources.
4. **Sponsor** an outsider for a key project, position or educational opportunity within the organization.
5. **Amplify** the voice of outsiders by making sure they are heard.
6. Serve as a **mentor** to a new employee or other outsider.
7. Work with an **ERG**.
8. Serve as a **confidant** to an outsider to create a safe space for them to discuss issues and concerns.

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Dr. Tyrone Holmes is a professional speaker, consultant and coach who has spent more than two decades teaching thousands of people to build powerful relationships in diverse settings. He has facilitated over 1,500 live and virtual presentations that have taught participants to reduce the “noise” in their lives, to effectively communicate their messages, to connect with diverse audiences and groups, and to reduce the negative impact of unconscious bias. Dr. Holmes served as a full-time faculty member at Eastern Michigan University in the Department of Leadership and Counseling, and at Wayne State University in the Department of Theoretical and Behavioral Foundations. He is also a Past President of the Arizona Chapter of the National Speakers Association. Dr. Holmes has earned the designation of eSpeakers Certified Virtual Presenter, Certified Virtual Host and most recently, Certified Virtual Master Presenter.