



# 2050 TRAILBLAZERS PRESENTS: YOUR GUIDE TO ALLYSHIP

2050 TrailBlazers is dedicated to sparking conversations around diversity, equity, and inclusion (DEI) in the financial services industry and beyond. A big part of this conversation is the concept of allyship - and how allies can step forward to support marginalized communities. Throughout the past several seasons of 2050 TrailBlazers, we've had the privilege of speaking with many experts about the importance of ally support, and how individuals can get involved in the DEI movement. In this guide, we've rounded up our favorite podcast episodes and resources to help empower you to get started!

## 10 TIPS FOR ALLIES: HOW TO GET STARTED



**1 DO YOUR RESEARCH BEFORE YOU ASK QUESTIONS.**

Leaning on marginalized individuals in your network to answer questions you may have about allyship, inclusion, or their experience puts the burden on them. Before you ask your question, make sure you do some legwork and research first.

**2 ACTIVELY LISTEN.**  
One of the best things you can do as an ally is to actively listen to people's stories, and believe them.

**3 AMPLIFYING THE VOICES OF OTHERS.**  
If you're in a position of leadership in any way in your life, take the time to amplify marginalized voices by passing the microphone, and using your platform to empower them.

**4 UNDERSTAND YOUR BIASES.**  
The truth is, everyone has them. Be conscious of yours, and do the deep work to discover what biases may be impacting your life, actions, and words.

**5 APOLOGIZE WHEN YOU MAKE A MISTAKE.**  
Nobody is perfect, and mistakes will happen on your journey. Don't be afraid, or too proud, to apologize for your mistake sincerely, and learn from it moving forward.

**6 DIG DEEPER TO UNDERSTAND THE IMPACT OF IDENTITY.**  
Identity and culture impacts every aspect of someone's life, including financial decisions. Personal histories, community, and everyday activities all contribute to the creation of identity. This episode from 2050 TrailBlazers is a great place to start how culture and identity can impact daily life.



## SYSTEMIC OPPRESSION EXISTS.

Understand that systemic oppression exists, and has existed for a long time. Knowing that the problem exists is the first step to solving it. This episode from 2050 TrailBlazers is a must listen!



## THINK ABOUT HOW YOU CAN BE AN ALLY IN ALL AREAS OF YOUR LIFE.

Whether it's at work, at home, or in your community - you have the power to stand up for voices who are discriminated against, or who are in the minority.



## BE PREPARED TO DO THE WORK.

To be an ally is to take thoughtful action every day - it's not just a title to claim. Be ready to dig in and do the work to ally yourself with diverse groups and support equity and inclusion!

# 2050 TRAILBLAZERS **PODCAST EPISODES**



### EXPLORING THE PRACTICE OF DYNAMIC ALLYSHIP:

Season 2, Episode 1 with Andrew Greenia



### DIVERSITY, EQUITY & INCLUSION: MOVING FROM WHY TO HOW:

Season 2, Episode 8 with Katie Augsburger & Andrew Greenia



### BECOMING INTENTIONAL ON THE ROAD TO ALLYSHIP:

Season 2, Episode 7 with Lazetta Braxton & Kathleen Kingsbury



### USING YOUR PRIVILEGE AS A WHITE WOMAN:

Season 2, Episode 5 with Arlene Moss & Sonya Dreizler



### OPENING UP THE CONVERSATION: EMPOWER & RETAIN WOMEN IN WORKFORCE:

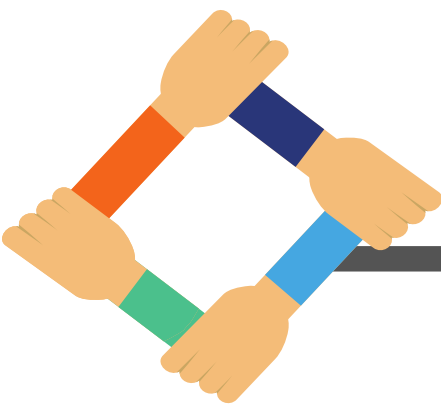
Season 2, Episode 3 with Mark Berg & Mark Johannessen



### HOW MEDIA OUTLETS CAN USE THEIR PLATFORM TO TAKE ON DIVERSITY & INCLUSION:

Season 2, Episode 4 with Suzanne Siracuse

# ORGANIZATIONS & RESOURCES FOR ALLIES TO SUPPORT



HUMAN RIGHTS CAMPAIGN®



ASSOCIATION OF AFRICAN AMERICAN FINANCIAL ADVISORS  
SHAPING THE FUTURE



National Urban League



ASIAN AMERICANS ADVANCING JUSTICE



WWW.NAACP.ORG

NAACP



American-Arab Anti-Discrimination Committee



National Congress of American Indians

## ADDITIONAL RESOURCES

- How To Challenge Ourselves to Grow As Allies
- Navigating Identity Politics Is Not a Game
- How to Be An Ally in the Office
- The Urgency of Intersectionality
- Implicit Bias - TedX

