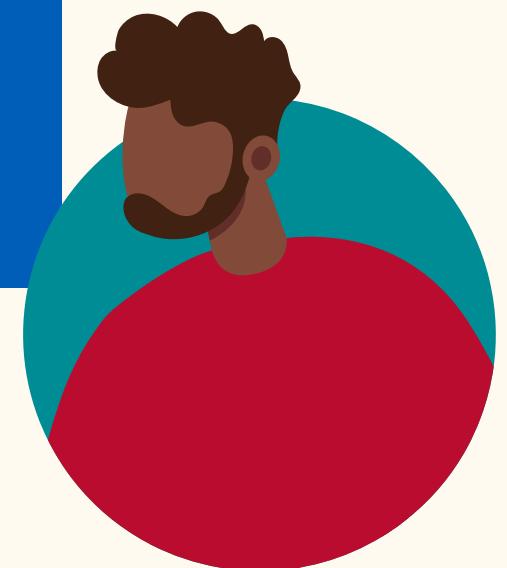




Team-based allyship activity

Building inclusive workplaces

**Make it
matter**



As a team, this is your chance to actively engage with and commit to allyship. The purpose of this activity is to build competency and confidence in your role as an ally.

It's about creating a safe place for both parties to feel confident in confiding in each other and exploring how to embed this in everyday practice.

Use the following activity in a team meeting **to explore how each person can practice being an ally** in real, everyday ways.

Activity

1

How to do this activity

- 1** **Allocate each team member one** of the “actively” activities below.
- 2** **Decide together how much time** everyone will have to practice and demonstrate their action.
- 3** **Set a date for your next check-in** to share what you’ve learned.
- 4** **Reflect and share when you meet again.** Talk about what you tried, how it felt and what insights you gained.
- 5** **End with a team commitment** - what will allyship look like for your team moving forward?

Activity

1

The ‘actively’ allyship actions

Each of the following actions should be taken by **at least one member of the team**.





Actively supporting others

Your role

Be a visible supporter of someone who may feel unheard or excluded. This might mean backing them in a meeting, acknowledging their ideas, or standing up when something isn't right.

Think

Being an ally isn't about taking over, it's about seeking consent and making sure your support is helpful and empowering, not imposing.



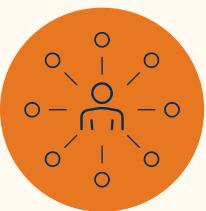
Actively listening and learning

Your role

Listen to understand, not just to respond. Have a conversation with a colleague - focus on really hearing their perspective and experience.

Action

Really listen, focus your attention and take notes on what you heard, what stood out and what challenged your thinking. Don't let your biases take over your thoughts about the situation. At your next team meeting (or another time that has been agreed), share what you learned (without breaking confidentiality) and how it helped you grow.



Actively using your influence

Your role

Use your voice and position to open doors for others. Think about where you have influence — in meetings, projects, or networks — and how you can use it to promote fairness, inclusion, and representation. Even something as simple as name-checking a colleague in their absence can be allyship.

Practice

Between now and your next team meeting (or another time that has been agreed), intentionally use your influence to support someone or shift a situation for the better. Be ready to share what you did and what impact it had.



Actively committing



Actively seek consent

Your role

Make allyship part of your ongoing growth.
Reflect on your own biases, learn from others and take small, visible steps every day to stand beside your colleagues.

Remember

Allyship isn't about putting on a show or performance - it's a journey. Think about what you can personally commit to doing differently from now on.

Your role

Seek consent in the moment and not after the event. Not everyone feels comfortable being supported. It's important that as an ally you support in a way that the individual is comfortable with. Remember each person is different and different people may want or not want support for the same scenario.

Reflect

It can be as simple as someone standing next to someone. Silent leadership is a thing!

Facilitator guidance for this activity

The purpose of this activity is to work with your team to help them better understand the role and commitment required to be an ally.

This is done through reflection, action and shared learning. If you are practicing this within a small team, within your organisation, colleagues may feel uncomfortable practising allyship in this way. So it is important to think about how you want to do this exercise.

It may work better if all colleagues commit to some ground rules beforehand that focus on the allyship learning, not the person generating the learning. **Be kind to each other during the learning.**



1

Introduce allyship

10 mins

2

“Actively” exercises

10 mins

3

Allocation of actively exercise and planning

10 mins

4

Practice and reflection sharing (follow-up session)

20 – 40 mins

5

Commitment and round off

10 mins

1



10 mins

Outline of allyship

Facilitator notes

Hello everyone, today we're going to explore what allyship really looks like in action.

Allyship is a practice. It's about the choices we make to support, include, and stand beside others in meaningful ways.

This session will help us build confidence and awareness as a team, so allyship becomes something we all live and breathe at work.

Ask the group

- What does “allyship” mean to you?
- Do you remember a time you saw allyship in action — big or small?
- What are behaviours and actions of a good ally in our team?
- What are the non-negotiables for creating an inclusive team and environment?

Encourage short, reflective answers. Capture key words on a flipchart, virtual board or in a word cloud e.g. support, courage, empathy, voice, fairness.

2



10 mins

Introducing the “actively” exercises

Facilitator prompt

We’re going to use five practical ‘actively’ actions. Each one helps us practise allyship in a different way. Over the next few weeks, you’ll each take on one of these and come back to share what you learned.

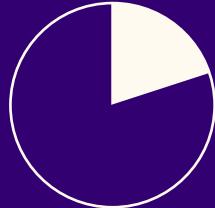
Briefly introduce each action

- 1 **Actively supporting others** – standing up and backing someone in a situation.
- 2 **Actively listening and learning** – listening deeply to understand, not just to reply.
- 3 **Actively using your influence** – using your position, networks, or voice to make change.
- 4 **Actively committing** – making allyship an ongoing personal practice.
- 5 **Actively seek consent** – make sure that you seek permission and don’t ask for forgiveness.

Tip

Read each description aloud or summarise in your own words.

3



10 mins

Allocation and planning

Facilitator prompt

Decide who will take on each activity. Try to choose the one you don't find easy, the one that takes you out of your comfort zone or that stretches you as an individual, or feels meaningful to where you are right now.

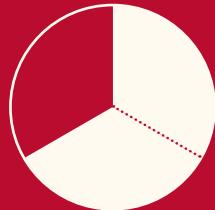
Once everyone has chosen:

- 1 Agree how long they'll have to practise e.g. 1-2 weeks.
- 2 Set a date for your next meeting to debrief and share outcomes.

Tip

Encourage volunteers rather than assigning.
This builds ownership.

4



20 – 40 mins

Practice and reflection sharing

This section happens at your next team meeting, or at another time you've agreed.

Facilitator prompt

Welcome back! Today's about sharing what we learned from our allyship activities - what went well, what surprised us, and what challenged us.

Invite each team member to share

- What they did.
- How it felt.
- What they learned or noticed.
- What they felt.
- What they might do differently next time.
- What can they take forward?

Prompt questions if needed

- What did allyship look or feel like in that moment?
- Did anything surprise or challenge you?
- How did your actions impact others or your own perspective?

Tip

Model openness. Share your own example first. Affirm courage and honesty.

5



10 mins

Team commitment and wrap-up

Facilitator prompt

We've explored what allyship can look like in practice, and now it's time to think about what this means for us as a team.

Ask the group to reflect

- 1 What are we taking away from this experience?
- 2 What can we commit to doing differently as a team to strengthen allyship every day?

Optional next step

Agree on 2–3 simple team commitments e.g.

- “We will challenge bias respectfully”
- “We’ll make space for all voices in meetings”
- “We’ll check in regularly on how inclusive we’re being”

Agree the commitment and display and share these with your team and outside your team.

- This is us as a team...
- This is our team... we are allies to those who want support in difficult situations.