

Team-based allyship activity

Building allyship standards



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.

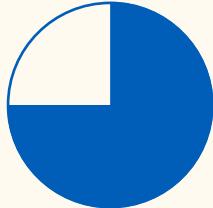
It's about creating a safe place for both parties to feel confident in confiding in each other and exploring how to embed this in everyday practice.

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

Activity

2

Facilitated session plan: Building allyship standards

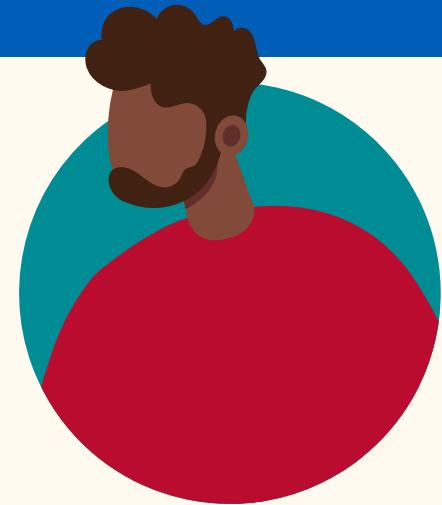


45 - 60 mins

Defining what allyship means to our team

Purpose

To create a shared understanding of what allyship looks like in action within our team and to co-create clear communication agreements that promote inclusion and mutual respect.



1



5 mins

Opening

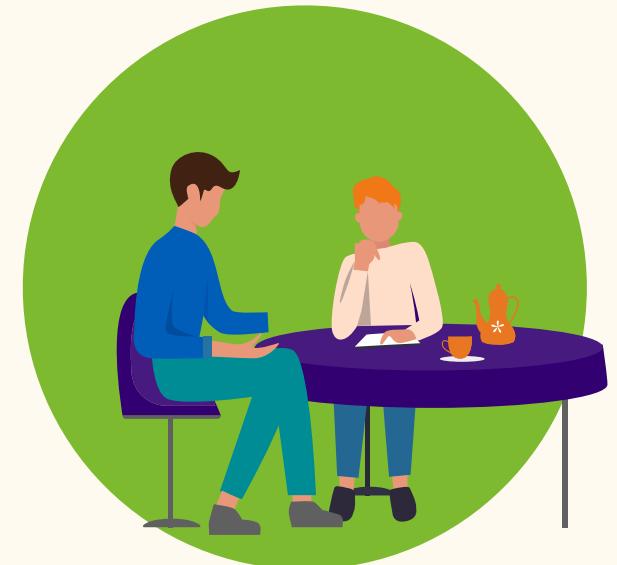
Facilitator prompt

Allyship isn't just about good intentions — it's about shared behaviours and actions that make everyone feel included, respected, and supported.

Objectives to share

- **Define the values and behaviours** that underpin allyship in our team.
- **Agree on the key actions** we'll take to uphold an inclusive culture.

Building
allyship
standards



2



10 – 15 mins

Group activity: Prioritising allyship values

Materials needed

- Printed or digital copies of the allyship word grid (below)
- Sticky notes, pens, or virtual collaboration board (e.g., Miro, Jamboard, Mural)

Word grid

Safe place	Conversation	Leverage	Advocacy
Discussion	Prideful	Active	Guidance
Representation	Engagement	Unfair	Listening
Nodding of head	Empathetic	Open	Fair
Sympathetic	Supportive	Reaffirming	Exploring
Understanding	Paraphrase	Research	Inclusion
Differences	Perspectives	Learning	Comfortable
Awkward	Thoughtful	Angry	Caring
Uncomfortable	Intensive	Anxious	Resolution
Nonjudgemental	Influence	Conflict	

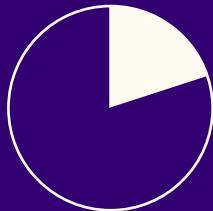
Instructions

- 1 Divide participants into groups of four.
- 2 Provide each group with the word grid.
- 3 Ask groups to rank the words in order of importance for allyship, from most important to least important.
- 4 Encourage debate and reflection.

Prompting questions:

- What do these words mean in the context of our team?
- What behaviours or actions show up when we live these values?
- What words feel most critical for creating psychological safety?

3



10 mins

Group sharing

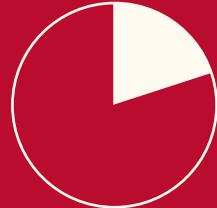
Facilitator says

Let's hear from each group. Share your top four words and tell us why you chose them.

- 1 Capture key themes on a whiteboard or shared document.
- 2 Highlight overlaps and differences between groups.



4



10 mins

Team alignment discussion

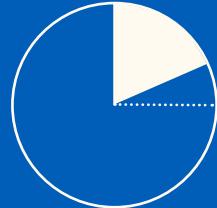
Facilitator prompt

If this word is central to our allyship, what actions or behaviours bring it to life?

As a full team

- 1 Agree on a collective ranking of the most important allyship words.
- 2 Discuss what each chosen word looks like in practice.

5



10 – 15 mins

Co-creating communication agreements

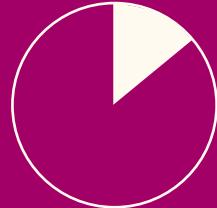
Using the top-ranked words, co-create team communication agreements.

Example phrasing:

- “We commit to being nonjudgmental.”
- “We value listening before responding.”
- “We approach differences with curiosity and empathy.”
- “We hold each other accountable for creating a safe place for dialogue.”

Capture these agreements on a shared document or poster.

6



5 mins

Team commitment and wrap-up

Facilitator wrap-up

The list we created today represents how we'll show up as allies, for each other and for our wider community. Let's keep this visible and use it to guide how we collaborate.

Action items

- 1 Share the final list digitally or display it in the workspace.
- 2 Revisit and update the list periodically (e.g. every quarter).

