



MASTERING

CULTURAL DIFFERENCES

Who is an ally?

An ally is someone who takes a stand against the injustices directed at other groups. They are willing to get uncomfortable and use their power and privilege to elevate the voices of those who are being marginalized. They call out racism, sexism, homophobia, etc. when they see it.

“Allyship is a verb, not a label you apply to yourself.” (Scott Ferry)

How to become an ally?

1. **Develop your self-awareness.** Take responsibility for learning about yourself and reflect on your biases, stereotypes, opinions, and images you carry about other groups.
2. **Learn about others.** You need to acquire knowledge and information about other groups' experiences, cultures, values, and, more importantly, how they experience oppression. It is not their job to educate you.
3. **Listen attentively.** You need to understand the perspectives and experiences of targeted group members. Listen with the concept of Ting in mind. That is, with your ears, your mind, your eyes, and your heart.
4. **Acknowledge your privileges.** If you are a member of the majority group, you need to acknowledge your power and privileges and work to ensure that targeted group members also enjoy the same privileges. Use your power and privilege to make a difference.
5. **Be brave and take risks.** Despite your own fear, be willing to act in support of someone in need. We are all impacted by injustices because we are all interconnected.

6. **Build alliances.** It is important to cultivate support from other allies. Together, you can make a bigger impact. Recognize that, taking a stance against injustice may encourage others to do the same.
7. **Understand this is a journey.** Recognize that unlearning old beliefs is a life-long process, not a single event. There will be many opportunities for you to learn and grow. In other words, you are an “ally in the making.”
8. **It is a moral imperative.** When you see harm being done, see this as your duty to intervene. You cannot do everything, but you can do something. It will take everyone to create change. *What will you do?*

About Luiza

Luiza is the President and CEO of **Mastering Cultural Differences**. She works with leaders who want to create a work environment where all employees feel valued, respected, and want to stay. As a speaker, her message zeros in on the importance of creating environments where all individuals feel included and can thrive. In her weekly newsletter, [The DEI Minute](#), she provides incredible insight into differences impacting today’s culturally diverse workplaces and identifies best practices for increased performance in a global economy. As a result of her work, individuals often share they feel more at ease working across differences. They also report new levels of understanding and cooperation with the people they work with, serve and lead.

Praise for Luiza

Luiza is an outstanding diversity, equity, inclusion, and cultural competence consultant, trainer, writer, and researcher. She partners with The Winters Group to provide thought leadership to the field writing on such topics as race, gender, cultural appropriation, and many others. Her perspectives are well-researched and provide invaluable education and practical tools to advance the field.

*Mary-Frances Winters, President & CEO
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