

Allyship Intervention Tips

Finding the right words can be difficult in the moment. Here are some suggestions to get you started.

“Gloria took notes at the last two faculty meetings, so she’s done her fair share. Jack, how about you take notes today?”

“Let’s get some more chairs so everyone can sit at the table.”

“Before we get started, kudos to Louise and Joy for their paper that just came out in PNAS. Well done!”

“I don’t think Sonia was finished getting her point across. Sonia, did you want to continue?”

“I agree with this idea. I believe it was Zora who raised this earlier, right? Zora, what were you saying about this originally?”

“I think we need to hear from Toni and Maxine. Would either of you like to chime in?”

“It’s really important to listen to what Nguyen is saying.”

“There’s a difference between being “shrill” and being brave enough to point out a serious problem. Let’s focus on how to address the problem Carol is describing.”

“I wouldn’t call that being “bossy”, I’d call it being an assertive leader, which is a good thing, right?”

“These proposed changes aren’t just for women, they really benefit everyone.”

“Gosh, I’m looking around the room and not seeing all the people that should be here. Can we add Rosa and Mazie to the committee?”

“I think she is more than qualified – Rita would be a great person for this position!”

“I think you are more than qualified – I’d say go for it! And let me know if you want me to help out by reviewing your application or writing a reference letter for you.”

“I think we need to be really careful that we aren’t just hiring someone because we already know them. Let’s be sure we’re fully considering all the qualified applicants. We don’t need to keep replicating ourselves, right?”

“Lots of us have co-authored publications, but I don’t recall ever being dinged on merit for not being the sole author. Why is Celia being marked down here?”

“I don’t think that’s really what you meant to say. What point are you trying to make?”

“Did you guys notice how uncomfortable your comments made Aaliyah and Missy? Did you mean to do that?”

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“Were you aware of how you came across in that meeting? Can you see what you said from Maya’s point of view?”

“Wow, that’s not funny.”

“I think this is my business. All of us have a responsibility to make our department a good place to work.”

“Well I certainly don’t think that is okay. Do you? Really?”

“Stop and take a step back. What you said seemed really hurtful. Can we work to articulate the problem in a less personal way?”

“As your friend, I feel really put off when you say things like that. I wish you wouldn’t act that way. Isn’t it better to be more professional and respectful?”

“I wonder, would you have said that if Azar were a man?”

“Gosh, I hope no one ever talks about me like that!”

“I’m so sorry! I understand how what I said would make you upset. It won’t happen again.”

“I heard what Don said to you. Are you okay?”

“I believe you.”

“How can I help?”