



I&D TRAINING CAMP

IN HONOR OF THE CEO ACTION DAY OF
UNDERSTANDING

TOPIC: ALLYSHIP

CEO Action for Diversity & Inclusion is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

DICK'S is joining in the CEO Action Day of Understanding alongside 13 million other signatories! This year we are helping you **#MAKETHEPLAY** by building understanding around 4 key topics.

I&D Training Camp:
Allyship – Nationality, Ethnicity & Race – Equity vs Equality – Pronouns

All DICK'S Teammates have access to the CEO Action site and can find resources there.

www.ceoaction.com Signatory Log In: DIVERSITYMATTERS



ALLYSHIP

Allyship Actively supporting people from marginalized groups. Its about using as much institutional, social, and/or cultural privilege or power as you have to advocate for people who face oppression. Allies amplify unheard voices, call out berries and biases that can inhibit progress, and act as role models in their commitment to diversity, equity, and inclusion.

Performative allyship Saying you're against a certain type of injustice without doing the hard work of changing your behavior or structures that uphold it is detrimental to both the people and causes your support.



Tune In

Build awareness. Take stock. Learn as much as you can.

What Can I Do

Start by asking questions, such as:
What do I know about systemic inequality? Where did I learn it?
What don't I know?

What Can We Do

You cannot chart a path to inclusion without knowing where you're starting from. Evidence, transparency, and clear, consistent communication are key.

Pitfalls to Avoid

Staying in your comfort zone:

Push yourself beyond what's familiar.

Opting Out:

You must do the work in order to be part of the solution.

Step Up

Prepare to be challenged. Get to

What Can I Do

Remember that allyship is about the work you do, not just the ideals you hold. Push through your insecurities. Focus on being capable.

What Can We Do

Build systems of accountability to ensure equity is at the heart of how business gets done. Create a space for people to share their perspectives, but don't put the burden on people from marginalized groups.

Pitfalls to Avoid

Taking short-cuts:

Take responsibility and hold yourself accountable for making yourself and your workplace more inclusive. Don't get discouraged; change seldom happens in a day.

Lift Up

Vocally support marginalized

What Can I Do

Your voice is your privilege – use it. Proactively promote diversity, equity, and inclusion by vocally, actively, and visibly supporting these initiatives and people from marginalized groups.

What Can We Do

How are we holding ourselves accountable for inclusion goals. Create a formal and informal mechanisms to amplify marginalized voices, ensuring that their ideas, thoughts, and

Pitfalls to Avoid

Practicing performative allyship:

Allyship is not about getting accolades, credit or personal rewards. Seek to promote the voices and contributions of people from marginalized groups.

HOW TO BEGIN YOUR ALLYSHIP JOURNEY

- Listen: Seek to understand the experiences across diverse groups. Attend a dialog circle or a panel discussion offered by the I&D team.
- Make it a habit to become aware of voices not being heard in meetings, and who is not included at the table. These observations will help inform who will benefit from your Allyship and in what situations.
- Be aware of your body language and use verbal and non-verbal actions to demonstrate support.
- The moment has never passed to be an Ally. Follow up with: “What I heard made me feel uncomfortable. I wanted to check in to see how you were doing. What can I do to support you next time?”

“Keep trying. You’re going to make mistakes. Expect this. But keep showing up. Be compassionate, lead with empathy, always. Keep learning and growing.” - Courtney Ariel



ALLYSHIP

- An Ally is someone that actively supports people from marginalized groups
- Allyship is about the work that you do, not just the ideals you hold
- Take responsibility, hold yourself accountable for making yourself and workplace more inclusive
- Seek to understand the experiences across diverse groups. Attend a dialog circle or a panel discussion offered by the Inclusion & Diversity team.
- Make it a habit to become aware of voices not being heard in meetings, and who is not included at the table.
- Be aware of your body language and use verbal and non-verbal actions to demonstrate support.



PRONOUNS

- Respecting someone's self-identification means using the gender pronouns with which they identify.
- Normalize indicating your gender pronouns in everyday use.
- You cannot assume how someone identifies their gender based on their appearance.
- Add your pronouns to your email signature and social media.
- When in doubt, lead with your own pronouns to show support and create safety in the conversation.
- If you are in a group setting, avoid using terms like guys/ladies; try using neutral terms like people, folks, or ya'll.



NATIONALITY, ETHNICITY, RACE

- To be a national is to be a member of a state. Nationality is acquired by birth, adoption, marriage, or descent
- Ethnicity describes large groups of people classed according to common racial, national, tribal, religious, linguistic, or cultural origin – Ethnicity describes your culture
- Race is a category of humankind that share certain distinctive physical traits such as skin color or hair texture
- Nationality, ethnicity, and race do not show up at the genetic level



EQUITY & EQUALITY

What is Equity: Everyone gets what they need based on their own situation

- Equity is a process that promotes fairness by acknowledging an unequal starting place and works to continuously address and correct the imbalances. Equity means giving people what they need to be successful. Equity requires a redistribution of access, opportunity, and resources.

What is Equality: Everyone gets treated the same

- Equality promotes fairness by treating everyone the same. The shortcoming of equality is that it assumes that everyone starts from the same position. You cannot have equality until you have equity.