

LEAD LIKE AN ALLY

Lead Like an Ally is a virtual, on-demand program designed to give you the education and self-awareness around DEI & Allyship work to be better equipped for inclusive conversations in the workplace. It's suitable for everyone, no matter where you are on your allyship journey.

The ICU Foundation is providing access to the program at no cost to ICUL-affiliated credit unions.

What's included in the program?

We teach the 10 attributes of inclusive leadership in quick 5-10 minute videos. Audio files are also available to download for Podcast style learning! PLUS, there is a robust workbook with supplementary exercises and additional resources!

1. Build Your Ally Plan

- Craft your "why"
- Write out your vision statement
- Cement your plan

2. Influence Others as an Ally

- Express empathy
- Demonstrate vulnerability
- Show trust

3. Lean Into Candid Conversation

- Leverage the 3 D's framework
- Challenge with care
- Be a coach

4. Know Your Ally Role

- Explore mentorship
- Develop sponsorship
- Advocate for others

5. Facilitate Inclusive Meetings

- Improve psychological safety
- Be intentional
- Manage difficult situations

6. Uncover Unconscious Bias

- Know the science of bias
- Look out for microaggressions
- Call people in

7. Interrupt Gender Bias

- Navigate the gender tightrope
- Avoid the maternal wall
- Stop the Tug of War & Prove it Again biases

8. Unpack Racism

- Understand your role in the system
- Accept your areas of privilege
- Signal you want to be an ally to BIPOC

9. Be an Ally for LGBTQ+

- Research what you do not know
- Embrace gender as a spectrum
- Share your pronouns

10. Drive Systemic Change

- Build a DEI strategy
- Create a DEI measurement plan
- Engage a DEI council & ERGs