



# Ontario Institute for Education Leadership L'Institut de leadership en éducation de l'Ontario

*Ontario Leaders Collaborating for Student Achievement, Equity and Well-being  
La collaboration des leaders en Ontario assure la réussite, l'équité et le bien-être des élèves.*

## [Allyship – The Key to Unlocking the Power of Diversity](#) by Sheree Atcheson

In this article, the author argues the importance of allyship. She points to the tech industry as a context in which allyship is key to addressing disproportionate white representation. To support this assertion Atcheson explains that allies promote the rights and interests of marginalized groups. She offers concrete steps we can all take to become “actionable allies,” including calling out inappropriate behavior towards underrepresented people, serving as a “sponsor” which is an active involved role, tasking everyone to be involved a comprehensive process of building networks of trust with different communities and advocating for others, and using language that is inclusive.

### **REFLECTIVE QUESTIONS:**

1. Atcheson mentions unconscious bias training. What are some ways that we can enrich unconscious bias training to make it more effective and engaging for a range of audiences?

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2. Atcheson talks about understanding and leveraging privilege to help others. In what ways can you understand and leverage your own privilege?

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3. How can educators serve as sponsors, for example, to colleagues on staff, to students who are identified as at-risk? What resources are available to support you in this role?

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