

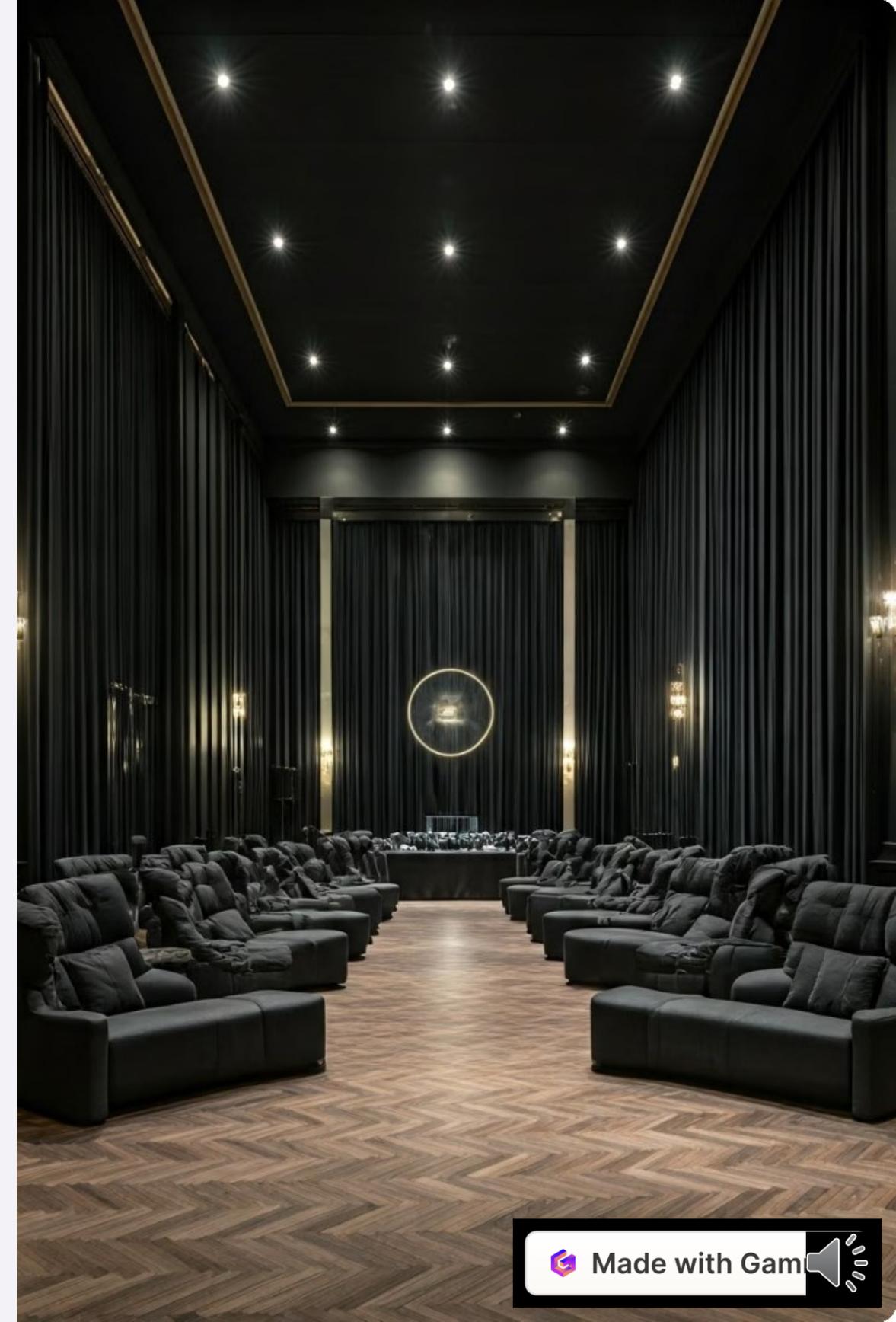
Being a Good Ally

57th ISAE Congress

Curitiba, Brazil



by Dr Linda Greening, EDIA Committee Chair



What is an Ally?

An ally is usually someone who actively supports and advocates for those who are marginalized or disadvantaged.

Respect

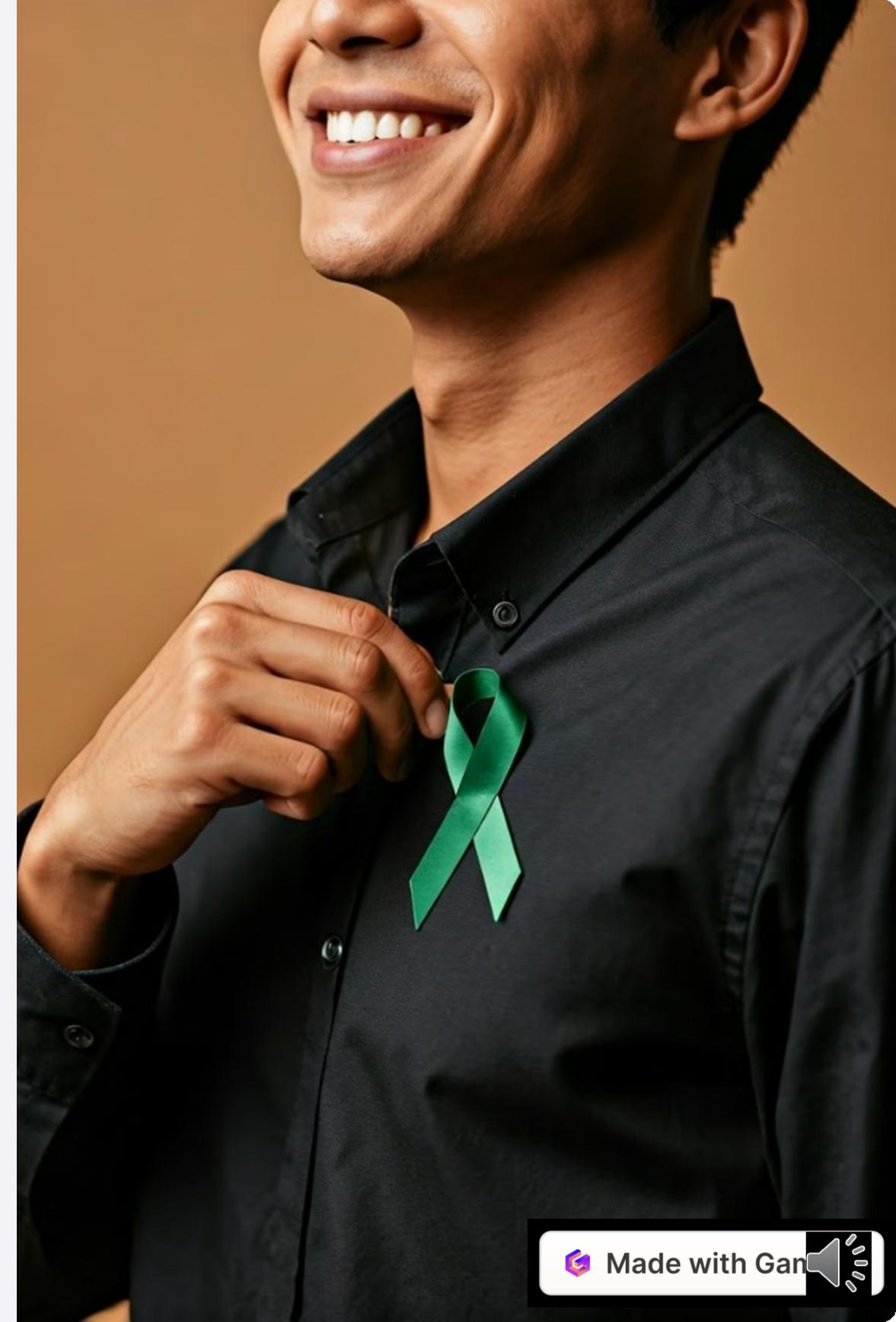
Treat everyone with respect, regardless of their background or identity.

Listen

Listen to the experiences and perspectives of others.

Speak Up

Speak out against discrimination and/or harassment.



Steps you can take as an Ally

1

Observe and offer space if required

Notice if they seem overwhelmed or need somewhere quieter to talk.

2

Listen and record

Ask the person if you are ok to record the main points of the conversation and then repeat these back to ensure you have accurately captured these

3

Be Understanding

Avoid asking intrusive questions or pressuring them if they seem uncomfortable. Where relevant, signpost them to the ISAE anti-harassment policy.



What an ally is not expected to do

1

To problem solve on the spot.

2

Police the event, it is an entirely passive role.

3

Deal with issues that are not directly related to the conference.

4

Engage in any discriminatory behaviour themselves.



ISAE Anti-Harassment Policy

The policy applies to all people involved in Society activities and exists to ensure individuals within the Society are free from all forms of discrimination, harassment and retaliation.

Sexual Harassment

Refers to unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. Behaviour and language that are welcome/ acceptable to one person may be unwelcome/ offensive to another.

Other harassment

On the basis of sexual or any other protected characteristic is also prohibited and includes, but is not limited to the following: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; denigrating jokes and display or circulation of written, graphic or digital material that denigrates or shows hostility or aversion toward an individual or group.



Process for submitting a complaint

Contact a member of
the ISAE Council

An investigation will
be conducted using
two impartial
investigators, usually
Society Officers or
Council members.

Individuals found to
have engaged in
behaviour
prohibited by this
policy, as well as
those making
allegations of
harassment in bad
faith, will be subject
to sanctions.

ISAE Full
Procedural
Guidelines



ISAE
Code of Conduct
& Anti-Harassment
Policy





Conclusion: The Importance of Allyship at Conferences



Safe and supported

Build a welcoming and supportive community.



Empathy

Understand and respect the diverse needs of all attendees.



Inclusion

Promote an environment where everyone feels valued and respected.



Additional resources

For some additional reading or support you might visit:

<https://betterallies.com/language/>

<https://betterallies.com/more-content/>

<https://x.com/BetterAllies>

