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.

https://stock.adobe.com/uk/search/images?k=policy&asset_id=87780241
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 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