



FROM ALLYSHIP TO *Everyday Action*

Recently, I watched *Devil Wears Prada 2*. In the team meeting scenes, Miranda's secretary reminded her to refrain from using certain words that may be perceived negatively from a DEI perspective. Those scenes kept me thinking, is that the right approach to discuss matters at work? Where people become overly cautious about using words, or describing certain situations, or even raising issues, for fear that they might offend others. But in doing so, are we really protecting the rights of the minority groups, or are we "ticking the box" for DEI policies?

Inclusive cultures are not built merely through DEI policies. Instead, they result from consistent actions that make people feel safe, seen, and supported. The three phases of allyship outline that the first stage begins with awareness: a deep sense of self-awareness of our own biases and privileges and to recognize the inequalities that are present within the group or company; the second stage calls for action: using the platform we have to speak up against the discrimination and the third stage strengthens integration of inclusion habits into daily life, reflecting on our actions, workplace practices to ensure we are actively and genuinely inclusive. I will focus on the second stage in this article.

We can work on the action stage through the "3S" allyship model.

SEE

the Moment

- ▶ Slow down, take notice of exclusion in everyday situations:
 - Is someone repeatedly interrupted while speaking or presenting, as if his/her opinion does not matter?
 - Is a colleague being ignored or left out of the conversation?
 - Are jokes or comments creating discomfort, even if unintentionally?
 - Are assumptions being made about someone's caregiving responsibilities, gender, ethnicity, background, or abilities?

SPEAK

with Intention

- Intervene, no matter how small your action may be, it still matters.
 - ▶ Speak against the person interrupting, "I think he/she was still speaking, let's hear him/her out."
 - ▶ Always include everyone in the conversation, ask "What do you think?"
 - ▶ Correct those making assumptions and encourage them to check, when in doubt, always clarify.
- Remember, this is not a confrontational approach. It is being assertive when you notice any exclusion behaviors. This builds leadership trust and emotional safety.

SUPPORT

Consistently

- Allyship is enhanced when support is consistently demonstrated.
 - ▶ Where it is due, credit people publicly.
 - ▶ When you notice a potential problem, check in privately.
 - ▶ Advocate for them at platforms/avenues they are absent from.
 - ▶ Create flexibility that protects family and wellbeing.
- These practices will move allyship from only symbols or ideas into actual systems.

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