Allyship in real time

Group 1:
Pros - being able to relate to those around you; safe spaces; authentic self; building trust & vulnerability; recognizing similarities/differences

Cons - harder to connect; unwelcoming workplace culture; lack of trust and safety

Group 3:
Pros - potential mentors; deeper community; respect and support;

Cons - increase turnover and decrease profuctivity; less opportunity for growth and expansion; bad external reputation; less attractive to talent

Group 2:
Pros -creativity/productivity; accepting of different experiences leads to better external engagement; employee wellbeing; change the definition of success

Cons - lack of safety/job security; lack of engagement; lack of acceptance = lack of authenticity

Group 4:
Pros - more ability to focus on the workspace instead of getting caught up in the assumptions and labeling of folks

Cons -

2

Impact & Importance