

WHEN YOU HEAR _____, PAY ATTENTION

These phrases should raise red flags for allies who want inclusive workplaces.

They should grab your attention and make you push back, ask follow-up questions, and take action.

- **That candidate wouldn't be a culture fit.**
- **That candidate doesn't have** [some qualification that doesn't exist on the job description but that more privileged candidates meet].
- **They wouldn't want** [cool new role] **because of the travel.**
- **I'd like to see them prove they can handle** [responsibility they've already done] **before promoting them.**
- **I don't want to lower the bar.**
- **There's not enough pipeline to hire more women or people of color.**
- [To the only woman in the room] **Can you take notes?**
- **I'm not racist/sexist/homophobic, but** [some derogatory comment].
- **Well, we're different** [when hearing about workplace challenges faced by underrepresented groups].
- **I've never seen** [some form of harassment just reported], **so I don't think it could happen here.**
- **I'm sure they didn't mean to offend anyone.**



Being an ally is a journey. Want to join us?

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Together, we can — and will — make a difference.



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