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.