



THINK SMARTER  LEAD BETTER


Illinois Venture Capital Association

Upstanders & Allies

How To Be An Upstander When You See Bias In Action

Presentation Handout

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Who is an "upstander"?

An individual who empowers or supports the impacted (and future impacted) by speaking out against the impacter.

Inclusion in Action: Key Takeaways

- Being an ally can be everything from letting someone know they are not alone, to stopping a conflict, to refraining from saying something so as not to hurt another's feelings.
- Pay attention to see who may be impacted by a conflict.
- You can't always figure out how to step up as an ally if you don't have all the information.
- Generally being an ally is necessary when you notice that someone can't stand up for themselves without negative consequences. Recognizing power differentials is critical to any conversation on the topic of upstanders/allies.

Inclusion Allies: Next Actions

- Be an active learner and ask yourself what assumptions you may be making that are affecting how you feel (not just think) about what someone is saying.
- Do some research to learn about the history about these types of stories/perceptions/ideas.
- Ask people who are different from you to share their experiences and perspectives with you. Listen to understand (not agree or disagree) when others are sharing stories/perceptions/ideas.
- Ask questions when people say something that you think is not respectful or inclusive.
- Model inclusive behavior (increasing access to opportunities, listening, asking questions, etc.).
- Use your ally voice to amplify the voices of people who can't be heard in the same way.
- Use your upstander voice to interrupt assumptions and comments made by others that you don't want in your workplace.



Dr. Arin N. Reeves

A leading researcher, author, and advisor in the fields of leadership and inclusion, Arin studied business at DePaul University's College of Commerce, attended law school at University of Southern California, and received her Ph.D. in Sociology from Northwestern University.

Arin is a best-selling author of four books - *In Charge* (2022), *Smarter Than A Lie* (2019), *One Size Never Fits All* (2014), and *The Next IQ* (2012).

Arin has designed and led several comprehensive research projects on leadership and inclusion in various topics related to diversity, inclusion, and equity. Before Nextions, Arin practiced law for several years and served as an Adjunct Professor at Northwestern University where she taught classes on law and society.