



*OSSD proudly presents to you this highly interactive session...*

## **Ally skills: How to stand up and step in**

**Chair: Sherry Marts, PhD, S\*Marts Consulting**

Have you ever found yourself on the receiving end of a “compliment” that felt like an insult? Have you brought up ideas in meetings that were ignored, only to be received with enthusiasm when someone else presented them? Have you ever felt like you had to hide some aspect of your life or your personality in order to fit in at work? You need allies.

Have you ever watched these things happen to someone else, and wished you knew what you could do to intervene without making things worse? You can be an ally.

Ally skills are a combination of self-education, awareness, and learned approaches to addressing implicit bias, microaggressions, and other behaviors that get in the way of full inclusion in diverse groups. Ally skills are what you need to be able to stand up and stand beside those who experience slights, insults, and microaggressions on a daily basis. This Ally skills session will help raise your awareness of all the subtle ways that bias shows up, and will give you options for how to take action, stand up, and step in.

This highly interactive session will include:

- What is diversity? What is inclusion?
- How can individuals act to create inclusive workplace and professional culture?
- What is privilege? Do you have it?
- What is oppression? Do you experience it?
- What is an ally, and can you be one?
- What does an ally do and how to they do it?

This event will be held on **Tuesday, May 7, 2:00-3:00**

Sherry Marts was the founding Executive Director of OSSD from 2004-2008. She started S\*Marts Consulting in 2011 and has worked with clients to create safe and welcoming meetings and conferences since 2014. Sherry is a skilled workshop leader, facilitator, writer, and speaker with a lively personality and an excellent sense of humor. She provides expert consulting services to nonprofits and academic institutions on diversity and inclusion, harassment and bullying, and interpersonal communication. Her interest in the issue of harassment and bullying lies at the intersection of her professional life as a woman in science, and her previous experience as a women’s self-defense instructor.

Sherry was a recipient of the 2018 MIT Media Lab Disobedience Award, along with Tarana Burke (founder of the #MeToo movement) and BethAnn McLaughlin (founder of #MeTooSTEM).

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