

ALLY GUIDE:

RACE AND ETHNICITY



RAISING
THE GAME

WHAT IS AN ALLY?

An ally is someone who proactively stands up for equitable and fair treatment of individuals or groups of people who are different to them. They leverage their own privilege to focus conversations for change on the impacted individuals or people.

WHY ARE ALLIES IMPORTANT?

Allies increase the number of voices demanding positive change and can often influence the actions and behaviours of others beyond what policies, processes, and education can do.

10 ALLY ACTIONS TO IMPROVE INCLUSION OF PEOPLE FROM DIFFERENT RACIAL AND ETHNIC BACKGROUNDS

- 1 Acknowledge your own privilege
- 2 Educate yourself about their experiences, on and off the pitch
- 3 Listen without judgement and be willing to be vulnerable
- 4 Speak up against racism and discrimination
- 5 Use inclusive language and imagery
- 6 Be proactive about connecting them to cricket and our career opportunities
- 7 Amplify their names and capabilities and share their career ambitions with others, e.g. put them forward for stretch assignments and other development opportunities
- 8 Include them in key meetings, events and decision-making forums
- 9 Get input from them for equitable design of processes, products and policies
- 10 Challenge the status quo in order to achieve better outcomes

RELATED RESOURCES

- [What does allyship mean?](#)
- [EDI Content Hub - Race and Religion section](#)
EDI Content Hub logins:
Username: EDI_Education
Password: RaisingtheGame2022!
- [The ECB Inclusive Language Guide](#)
- [Emma Dabiri: Beyond the Anti-Racism 'How To' Guide](#)
- [White Ally podcast](#)
- [Tim Marks Tedx Talk: Understanding Allyship](#)
- [Anti-Discrimination Code](#)
- [Roles at the ECB](#)
- [Roles in Cricket](#)
- Further reading:
 - *Me and White Supremacy* by Layla F Saad
 - *Allies* by Cam Montgomery
 - *How to be an Ally* by Melinda Briana Epler
 - *What White People Can Do Next* by Emma Dabiri