



QTI's BID Committee has continued to meet (virtually) and is committed to continuing to deliver great content and activities for our employees each quarter! This quarter, we are sharing information on the idea of **allyship**, which is necessary in order to reach equality in the workplace and the community. Below, you will find resources that discuss how to recognize microaggressions, stand up to discrimination, and become an ally to underprivileged groups.

Everyone can both be an ally and need an ally. Being an ally is a responsibility we all share in order to create an equitable and positive work environment. Click around and learn how you can do your part!

Focus for 2nd Quarter: Allyship



Watch Elizabeth Nyamayaro, member of UN Women, in this moving [TED Talk](#) that discusses the reasoning behind the HeForShe initiative by explaining why men need to stand next to women in order to achieve equality. Although her focus is on

"Microaggressions Are More Common Than You Think"

In Deloitte's 2019 State of Inclusion survey...

- 64% of survey respondents have experienced bias in their workplace within the last year
- 83% characterized the bias as more subtle and covert
- 73% indicated that although they felt like they were able to discuss bias with colleagues, they had ignore bias they had witnessed or experienced in the past

gender, Nyamayaro's ideas apply to all kinds of allyship -- her mission being to uplift everyone together based solely on their humanity.

[Read More](#)

Examples of Racial Microaggression

The Merriam-Webster dictionary defines microaggression as “a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)”. Take a moment to read through this [list of common racial microaggressions](#). There might be instances you can think of when you witnessed a microaggression or committed one yourself. Go easy on yourself, educate yourself, and share your new knowledge.



Xenophobia has grown along with fear during this pandemic. [Watch this short video](#) to hear what a few Asian Americans have to say about the microaggressions or macroaggressions that have affected them.

Reflect on how you feel hearing their stories and how you could be an ally during this time and in the future.

The Belonging Factor: Diversity & Equity & Inclusion & Belonging & Allyship

In this podcast [episode of Belonging Factor](#), Dr. Victoria Mattingly (an expert in Organizational Psychology) explains the importance of allyship in the workplace. Her goal is for companies to shift their focus from what minorities can do to achieve equity in the workplace to what the development of allies can do to more effectively accelerate this process.



Activity

Mark your calendars! Instead of the all-company Zoom meeting on **Friday, June 5th, we will be meeting to watch a video** that explains the importance of allyship in the workplace and gives some examples of small things we can all do to be better allies and coworkers.

During this activity we will break out into smaller groups to learn more about each other, our experiences around allyship, and our potential to be allies in the future.

If you have any questions or ideas you'd like to discuss, please reach out to a BID Committee member:

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