

ALLYSHIP FOR THE GENDER MINORITY

Company name : SES

Activity sector : Autres

Company category : PME

Description of the action

Currently in Phase one! Launching an Allyship programme for the gender minority. The idea is to have a platform where SESers can make allyship request either named or anonymous. In case of named requests, available allies may express their interest in becoming an ally.

Context

We wanted to implement an allyship program within the company and a confidential reporting system. These ideas are not there to replace traditional methods and interactions of people. The idea is to motivate all employees, being inclusive to the opposers too. The nature of the proposal is non-punitive, it rather focuses on personal development. And of course, we couldn't do any of these without the support of people managers. So the mottos are: be kind to your colleagues, stand up for the minority, speak out against injustice, be an ally for the gender minority!

Objectives

Phase one: Communicate what allyship means and what it is
Phase two: Clarify what can constitute as an allyship action
Phase three: Create the system when people can submit allyship requests

Approach

The idea is to have a platform where SESers can make allyship request either named or anonymous. In case of named requests, available allies may express their interest in becoming an ally. In case of anonymous requests, we'll use the help of volunteers as we wouldn't like to expose information that may lead to the identification of the ally-caller. When an ally and ally-caller are matched they work together and provide feedback on the allyship. The feedback helps classify the case as allyship worked or didn't work and at the end of the year the business units from which the allies come get allyship points for successful allyships. The volunteers also bring points to their business unit. At the end of the year SESers are asked to mention allyship that happened traditionally, outside of the program and the volunteers assess the cases in order to give allyship points. Business units without participation are asked to participate as allies, volunteers or organize an allyship event of their taste. Awards are given at the end of the year for business units: ally of the year, most influential ally, most creative ally. In order to avoid misuse of the platform we'll create a lexicon explaining what is an ally, what you can ask an ally for etc. and an ally handbook as a guide for allies.

Impact

Create a safe space within the company where behaviours that are non-inclusive are mitigated and colleagues are supported.

« To do »

Run a survey and see the level of awareness in the company
Involve people in implementation bottom-up
Have a leader sponsor
Provide people with a lexicon with terminology

« Not to do »

Do not launch this without clearly communicating the reason behind the initiative Don't expect people to immediately take action