

Ally Skills goal-setting exercise

Choose a common situation where you could act as an ally and write it down here (e.g., a co-worker uses a racial slur, a woman gets ignored in a meeting, someone gives biased interview feedback):

Digitally-challenged, lack of access to technological resources/ how many members do not have an online presence (possibly a few dozen)? / aging membership population

List 1-3 forms of power or privilege you have relevant to the situation (consider forms of power and identities):

1. Expert power - use digital means in daily and professional life
2. Informational power - knowing what's happening behind the scenes / age as privilege

List 1-3 possible actions you could take to respond to or prevent this situation (e.g. "We don't do that here," talk to that person's manager, advocate for a code of conduct):

1. Go to a public library where there is free computer access to set-up membership or share information about computer classes and support others in this way
2. Need a rather intensive database analysis to identify people who aren't listing an email and do some outreach/ if they are computer savvy, how do we support them to sign up or non-digital
3. Appreciate routine in calendars, i.e. hike at same place and time
4. Asking questions like - what is the best way to communicate with you?

List 1-3 people or resources you could ask for advice on your proposed responses (e.g. a friend, a coworker, an advice column, a Google search, a book):

1. Mountaineers
2. Pikes Peak still holds membership meetings IRL and we could do outreach there
3. Membership does spend a lot of time on the phone
4. Thinking about intersectionality - are there certain communities or barriers that don't have access and going to them

List 1-3 people you will tell about your resolution to act as an ally in this situation so that they can support you in your resolution (e.g. a coworker, your partner, a friend):

1. Peers within the organization
2. Partnering with various communities through a mentor role