



How to Become an Action-Oriented Ally

Jenny Okonkwo
Founder,
Black Female Accountants Network

Allyship is at the forefront of every equitable organization. But how do we become effective action-oriented allies for our employees and peers? Jenny Okonkwo, Founder of the Black Female Accountants Network, explains what it means to be an action-oriented ally, discusses the various forms of allyship, and provides suggestions for how to become a better ally at work.

Learning Objectives

- Identify the various forms of action-oriented allyship
- Identify strategies to become a more effective ally
- Recognize common mistakes or challenges people face in their work to become effective allies
- Recall solutions to the challenges people face in becoming effective allies



Listen Now

Discussion Questions

1. Jenny highlights the importance of understanding biases, privileges, and power as foundational to allyship. How can we as a team encourage and facilitate this self-assessment among all employees?
2. Discuss one of the types of allyship described (e.g., scholar, advocate, champion, sponsor). Which of these resonates most with you, and how could you embody it in your current role?
3. Advocate allyship involves opening doors to exclusive opportunities. What are some ways we can identify and address barriers preventing access to these opportunities for underrepresented colleagues?
4. The concept of the amplifier ally ensures original ideas are credited. How can we, as a team, use specific strategies to ensure everyone's contributions are recognized in meetings or projects?