

WHEN YOU HEAR _____, PAY ATTENTION

These phrases should be red flags to anyone who wants an inclusive workplace.

They should grab your attention and make you push back, ask follow-up questions, and take a stand for equality.

- **That candidate wouldn't be a culture fit.**
- **But they don't have** [some qualification that doesn't exist on the job description that other more privileged candidates meet].
- **She wouldn't want** [cool new role] **because of the travel.**
- **I'd like to see her prove she can handle** [responsibility she's already done] **before promoting her.**
- **I don't want to lower the bar.**
- **There's not enough pipeline to hire more** [women/people of color].
- [To the only woman in the room] **Can you take notes?**
- **Let's hold our team lunch at the strip club.**
- **I'm not racist/sexist/homophobic, but** [some derogatory comment].
- **Well, we're different** [when hearing about workplace challenges women or underrepresented minorities face].
- **I've never seen** [some form of harassment just reported], **so I don't think it could've happen here.**
- **I'm sure he didn't mean to offend anyone.**

Becoming an ally is a journey. Want to join us?



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Together, we can — and will — make a difference.



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