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.