



# AFI 2.0 Project Update

## Inclusive Allyship in the Workplace




## Allyship at Work


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It's our mission to support **every** Suffolk student as you:


 **make** a career plan

 **gain** experience

 **build** your brand

 **grow** your network

 **foster** career equity

 **launch** your career

# Inclusive Allyship in the Workplace

- Guide Suffolk students to better understand **how social identities impact their own career experience** and empower them to **become inclusive leaders in the workforce.**
- Engage students in **dialogue and self-reflection** about privilege, power dynamics, and workplace bias while examining the intersectionality of different social identities such as race, gender, sexuality, race, and (dis)ability.



# CHALLENGES

- Student Appetite / Student Attendance
- Content of Interest
- Participation from “Target Population”
- Learning Modality

## PROPOSED NEXT STEPS

### Research

Identify skillsets recent graduates are lacking, with hopes to leverage the program to fill the knowledge gap.

### Campus Partnership

Seek additional campus partners in promoting and coordinating the program.

### Student Participation

Find ways to diversify student participation, increase student attendance, and encourage program completion.

### Learning Community

Continuous engagement with participant through Canvas (and beyond).



# ALLYSHIP AT WORK

- Developed by Lean In
- 4-hour virtual workshop + 3 virtual follow-up discussion sessions to be run in-house
- Program materials publicly available on their website, including PowerPoint slides, videos, and interactive personal workbook
- Proven success in companies such as *WeWork*, *Adidas*, *Walmart*, *Samsung*, and *Sony Music Group* worldwide
- Offers ongoing Moderator Training



### **Specific and interactive**

More than 50 specific, research-backed actions empower employees with the appropriate strategies to take.



### **Designed to engage all employees**

Everyone—regardless of identity, role, or seniority—discovers ways they can practice meaningful allyship.



### **Rooted in intersectional research**

The program content is designed to address the inequities impacting traditionally marginalized groups.



### **Free & flexible**

Easy to implement in both large and small groups, the program comes with everything participants and moderators need. Because inclusion shouldn't depend on a company's budget.

# SP24



## Inclusive Allyship in the Workplace

“In-House” curriculum on 4 major topics:

- Social Identity and Self-Reflection
- Race in the Workplace
- Exploring Identities
- Forming Your Action Plan



# FS24

## Allyship at Work

Research-based curriculum, developed by Lean In, on 6 major topics:

- Define Allyship
- Unpack Your Privilege
- Uncover Workplace Inequalities
- Discover Your Power
- Learn Allyship Actions
- Review the Action Allyship Framework

**LEAN IN**

# Allyship at Work

## Suffolk's Student Version

- **Ongoing Development**
- Adjusted the curriculum and tailored to the student population (more applicable)
- **Fall 2024** - very small pilot in a 4-part series, 2 in-person and 2 virtual sessions
- **Spring 2025** – offering the session to SBS Graduate Fellows continuing their appointment for the 2<sup>nd</sup> semester (expecting ~50 participants) in a 2.5 hour in-person workshop
- Additional offering per request
- Reward students completing the program with a Canvas digital badge



LEAN IN

**ALLYSHIP AT WORK**

Join us and learn about allyship: what it is, why it's important, and how to practice it at work.

 **SUFFOLK UNIVERSITY**  
Center for Career Equity, Development & Success



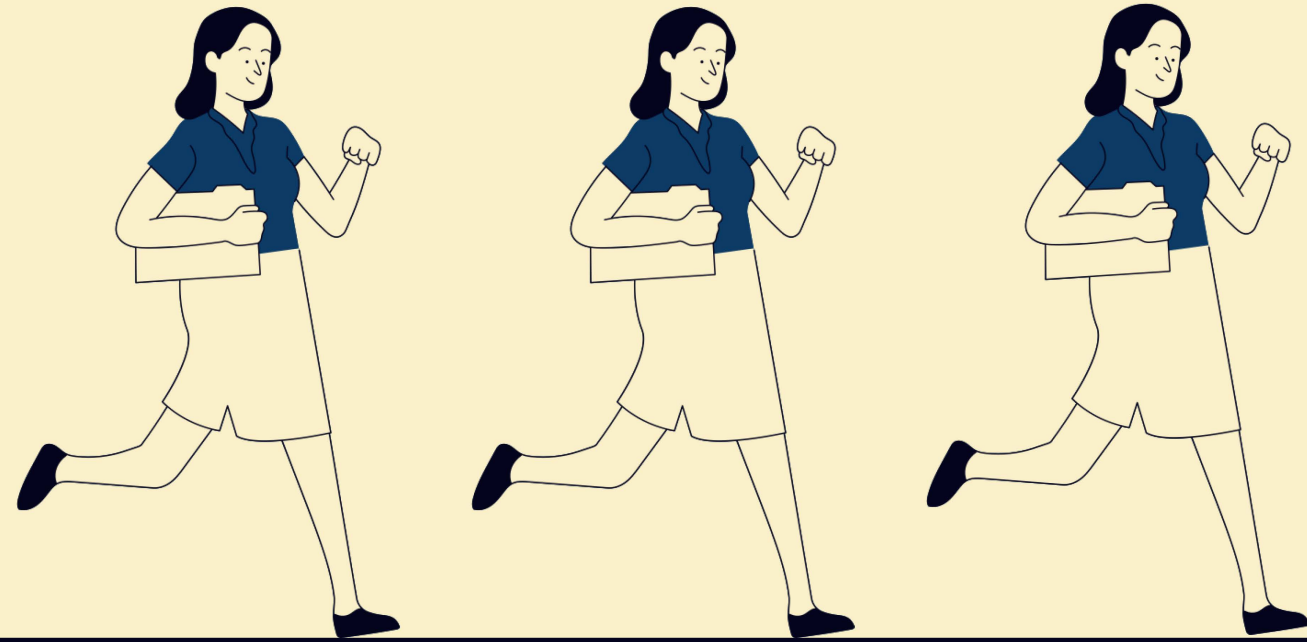
## Challenges

1. Student Appetite / Student Attendance
2. Content of Interest
3. Participation from "Target Population"
4. Learning Modality



## Proposed Solutions

1. Offer Canvas digital badging as an incentive
2. Leverage the research-based curriculum developed and made publicly available by the LeanIn.org team
3. Partner with SBS Graduate Fellows Program to engage with a captive audience (~50 participants) and diversify student participation
4. Curriculum is designed to be 100% virtual, with the ability to adapt to an in-person experience
5. Bonuses: Sustainability and continuity, global recognition, be a part of an ongoing movement



**PERFECTION**