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Defining the Purpose

What comes to mind when you think of Allyship?

Learning Objectives

- Identify the importance of Allyship in today's climate
- Reflect on values and ethical alignment
- Apply the Four Pillars of Allyship to your coaching practice
- Create a personal allyship action plan

ICF Core Competency Alignment

#1: Ethical Practice

#2: Coaching Mindset

#4: Trust and Safety

#7: Evokes Awareness

#8: Facilitates Client Growth

Why This Matters Now

- DEIB language is being restricted
- Clients and communities still need inclusive coaching
- Coaches need safe, ethical strategies

Aligning with Coaching Ethics

How do you see ICF Ethics aligning with allyship?

How might you approach a coaching engagement where your client's values are misaligned with your own?

The Four Pillars of Allyship

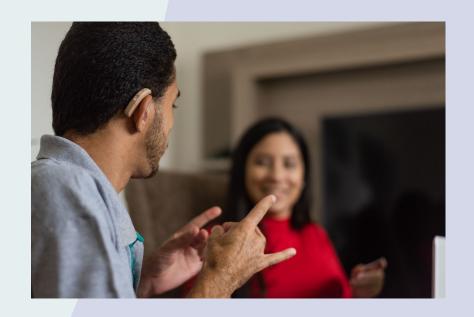
- A: Act- Confront bias and push for inclusion.
- L: Listen- Take a deep breath and listen.
- L: Learn- Educate yourself on the issues.
- Y: Yield- Step back to let others speak.

Allyship in Coaching Practice

Which of the four pillars is most challenging to implement in your coaching practice?

Building Allyship

- Develop an Inclusive Coaching Philosophy.
- 2. Adapt Communication Styles.
- 3. Practice Active Listening and Empathy.
- 4. Build Rapport & Trust.



Allyship in Coaching Practice

- Listening deeply and without assumption
- Asking inclusive, open-ended questions
- Holding space for marginalized experiences
- Modeling accountability and empathy

Allyship in Action: Holding the Line

What can you do? Think back on:

- 1. A time yo<mark>u want</mark>ed to speak up and didn't
- 2. What you wish you'd said
- 3. What stopped you?
- 4. How could a coach show allyship in that moment?

Defining Allyship Without DEIB Language

- Allyship is a practice, not a label
- Focus on values: fairness, belonging, equity
- Use coaching competencies: active listening, powerful questioning
- Reframe without diluting: 'safe spaces' → 'brave sessions'

When the Words Are Censored

- Avoiding 'DEIB' terms doesn't mean abandoning the work
- Values can still guide your language, tone, and presence
- Coaching ethics support equity, even when unspoken

Create Your Allyship Plan

Include:

- 3 coaching values
- 2 inclusive strategies
- 1 support system
- 1 plan for checking alignment

Your Allyship Action Plan

- What values do you coach by?
- What strategies will you use when you can't say DEIB words?
- How will you hold the line in your practice?

Let's Connect!

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