

ICF CONVERGE

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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

1. 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 you wanted 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!

On ENGAGE -

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