



# ALLY AS A VERB

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MAKE THEM.

BE ONE.

KEEP THEM.



# WHO ARE YOU?

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- Your name?
- Your Union affiliation and length of membership?
- Where do you live?
- Why did you get in your trade?
- Who is your best ally at work and in your life away from work?



# PRESENTERS

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- **Vicki O'Leary**

Ironworkers International District Representative Safety/Diversity

- **Marc Norberg**

Assistant to the General President, SMART





# ALLY DEFINED

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- **NOUN:** a state formally cooperating with another for military or other purposes, typically by treaty.
- **VERB:** combine or unite a resource or commodity with (another) for mutual benefit.

# WHAT MAKES A GOOD ALLY?

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- Effective Communicator
- Treats Allies as Equals
- Professional
- Invests Time In Allies
- Gives Best Effort
- Chooses Battles Wisely
- Gives In On Little Things
- Keeps Promises
- Resolves Conflicts Quickly
- Be an Ally (verb)



# SKILLS WOMEN SHOULD HAVE AS ALLIES TO WOMEN

SAMANTHA COONEY

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- Identify and address second generation bias
- Be a mentor not a competitor
- Sponsor and promote women
- Cut each other slack
- Educate and empower men to help






# SKILLS MEN SHOULD HAVE AS ALLIES TO WOMEN

KATIE DUPERE

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- Pay attention to gender
  - Notice how women face different problems
  - Learn to call out injustices
  - Listen
  - Be an advocate in the truest sense
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# WORDS ALLIES DON'T USE

KATIE DUPERE

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- Lame
  - Retarded
  - Colored
  - OCD
  - Derp
  - Crazy
  - Tranny
  - Illegal
  - Gyp
  - Exotic
  - Ghetto
  - Fat
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# BULLIES- WHY DO PEOPLE DO THIS?


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- They like to feel powerful
  - They feel threatened by others
  - Unrealistic self-image
  - They suffer from stress
  - Mental problems or personality disorders
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# WHEN IS IT BULLYING?

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- Repetitive
  - Dissimilar gender to gender
  - Men-physical, yelling, overt messages
  - Women-subtle, facial cues, body language
  - Not often goal oriented
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# HOW TO DEAL WITH BULLIES

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- Don't get emotional
  - Don't blame yourself
  - Do your best
  - Have a support network
  - Document everything
  - Seek help
  - Get counseling
  - Stay healthy
  - Educate Yourself
  - Don't expect to change them
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