



# UNIVERSITY OF EVANSVILLE Office of Institutional Equity

## ALLYSHIP NEWSLETTER

November 2020

### WORLD KINDNESS DAY - NOVEMBER 13, 2020

#### *How to be an Ally*

#### **Allies at school.**

Although college campuses generally seem to have an overall accepting environment, it is still crucial that students act as allies for their peers in marginalized groups.

The NCES found a 40 percent increase in hate crimes on college campuses in the U.S from 2011-2016. Additionally, the Anti-Defamation League recorded 346 incidents of white supremacist propaganda between 2016 and 2018 on campuses. Since then, there have been over 434 more incidents reported (Nelson, 2019).

Experiencing racism leads to racial trauma in black students. This causes a detrimental increase in both psychological and physiological health.

With the increasing amount of hate comes an increase in the number of students who do not feel comfortable on campus. Use your voice to stand up for and be ally to these individuals.

#### **Allies in the workplace.**

To reduce bias in the workplace, it is necessary to engage employees as allies. In fact, Societe Generale Americas (2019) states that 33% of employees who notice biases (whether it affects them or not) feel estranged at work. 48% of that group searched for a new job because of those biases.

Besides reducing workplace biases, there are even more benefits to having allies in the workplace. In fact, Mckinsey & Co's research has shown that advancing women's equality in the workplace has the potential of adding \$12 trillion to global growth. A follow-up report showed that the advancement of women's equality would add \$4.3 trillion to GDP by 2025 (Societe Generale Americas, 2019).

#### **Where do I start?**

Start by acknowledging your privilege, listening to your neighbors, and standing up against hate.



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of Evansville

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