



CHIEF CULTURAL & LEISURE OFFICERS ASSOCIATION

## ALLYSHIP STATEMENT

### **We Are Allies**

At CLOA, we believe that our strength lies in our diversity and our commitment to inclusivity. As a national membership organisation, we recognize the unique and valuable perspectives that each of our members brings to our collective mission. We stand together in solidarity with marginalized communities, acknowledging the systemic barriers they face and the importance of being active allies in the pursuit of equity.

### **Why Being an Ally Matters**

Being an ally is crucial because it transcends mere awareness and translates into meaningful action. Marginalised groups often face systemic barriers that are deeply ingrained in society. These barriers cannot be dismantled by those within these communities alone; they require the support and advocacy of those who hold privilege and influence. By being allies, we help to amplify marginalized voices, advocate for equitable policies, and foster environments where everyone can succeed and can lead. Allyship is not just about standing beside others in moments of need, but about actively working to create a world where barriers no longer exist.

### **What Allyship Means to Us**

“When a person of privilege works in solidarity and partnership with a marginalised group to help dismantle the systems that challenge that group’s basic rights, equal access, and ability to thrive in our society.”

This definition of allyship by Nicole Ason Nfonoyim-Hara, Director of Diversity Programs at the Mayo Clinic, frames our understanding of allyship and the privilege we have as a national membership organisation to impact policy, practice, and employment that promotes equity, equality, and inclusion in the sector and the communities we serve.

Allyship is about progress and the actions we take to challenge and dismantle barriers. We recognize that continuous action delivers change. It’s about moving beyond roadmaps and strategies into real actions we can take, both as individual members and collectively as CLOA, to make a difference.

We understand that, as allies, we may not be members of a marginalised group, but we are committed to learning, listening, and taking action to support these communities.

### **How We Will Be Allies**

#### **1. Learn**

- We commit to investing in continuous learning to deepen our understanding of the issues facing marginalised groups. This includes

recognizing the barriers they face and gaining insights into their lived experiences.

### 2. Listen

- We will actively listen to our members, asking the right questions to understand what they need from us as allies. By prioritising their voices, we ensure that our actions are informed and impactful.

### 3. Advocate

- We will advocate for change by:
  - Listening to feedback and updating this document as needed, with a formal review at least once a year.
  - Engaging in self-reflection to identify areas where we can improve our allyship.
  - Using inclusive language and being transparent about the terms we use, updating our language regularly, at least annually.
  - Building trust through consistent, committed allyship, ensuring our actions match our words.

## Our Commitment to Allyship

Without action and accountability, statements are just words. To ensure we are active, rather than passive, allies, we will:

### 1. Annual Feedback

- Report on our allyship efforts each year through our self-assessment reports, reflecting on our progress and identifying areas for growth.

### 2. Representative Voices

- Ensure that the speakers at our roundtables and events are representative of the communities we serve, giving voice to diverse perspectives.

### 3. Leadership Representation

- Monitor the representation of voices from protected characteristic groups on our Executive Committee to ensure it reflects the diversity of our membership and the broader society.

## Resources

- Visual and Audio resources
  - This video gives a great overview of why it matters and how to be a better ally - <https://youtu.be/k12j-E1LsUU>
  - Overview of allyship <https://youtu.be/Qgk3k4dzbUM>
- Written documents
  - Overview of allyship [Allyship-factsheet-2023.pdf](#)