

8 Steps to Establish Habits of Allyship

| | Strengthening Habit Circuits by Nielson | Application to Allyship | Your Plan |
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| 1 | Create Implementation Intentions: Plan specific “if-then” cues and responses | Example: “if” there are no women on the panel (or committee) “then” I will raise questions about how the group was formed. In this way, I will practice using my privilege for gender equity. | |
| 2 | Start Small: Introduce tiny changes and build gradual momentum. This boosts self-efficacy and long-term adherence. | Example: I will read one article or podcast about intersectionality every Saturday. | |
| 3 | Increase Difficulty Slowly: As new habits feel easier, keep raising the bar to continue getting benefits. | Example: I will make opportunities to engage in conversations on the subjects I’ve read and heard about with my colleague with a minoritized identity every month. And I will advocate their voices at meetings. (This can also require developing a good relationship with the colleague.) | |
| 4 | Remove Friction: Minimize barriers to repetition. Prepare cues or rewards ahead of time to streamline routines. | Example: To keep inspired and motivated as an ally, I will attend a workshop on DEI topics every semester and get connected with like-minded people on campus. | |
| 5 | Engage Your Environment: Put visual reminders or tools where you need them as habit cues. Make new behaviors easily accessible. | Example: Putting up these steps on your wall near your workstation or a picture of an exemplary person you’d like to learn from to dedicate yourself to equity in our society. | |
| 6 | Schedule Consistency: Maintain fixed cues and routines even during busier times. Consistency is key to ingraining habits. | Example: Putting the allyship routines on your calendar | |

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| 7 | Leverage Habit Stacking: Anchor new habits onto existing routines for automatic activation. This builds efficiency and coherence. | Example: Driving to work (old habit) + listening to podcasts on gender equity (new habit) Every Saturday, I've listened to podcasts on gender equity, and now I know which podcast channel to go to for such a topic. So I can set up the podcast channel for my driving time. | |
| 8 | Be compassionate with yourself. | Example: I will become better at each action goal. And I will reflect on how I can do this better next week. | |