



SIX MHA



We can support our colleagues via effective Allyship, this is critical across all areas of a business and life: showing up every day and supporting your marginalised peers because it's the right thing to do. So, how do you become a great ally? SIXMHA have SIX steps to help you achieve this:

**1. Acknowledge gaps in your knowledge, ask questions, and make time for your own learning**

We all have a responsibility to learn more about the struggles that others face and the role we can play in creating inclusive cultures, both inside and outside of the workplace. It shouldn't be the sole responsibility of those with lived experiences – we all need to take ownership of our own learning.

**2. Be an active ally by modelling inclusive behaviour**

You should be an ally, regardless of your position in your organisation. By setting the expectations of others, role modelling your language and behaviours, you'll help to create a safer space for everyone in the workplace. This might be: asking people which pronouns they prefer, speaking up when you hear slurs, speak to your manager, or even just using more inclusive language in your day-to-day speech.

### **3. Be open to sharing aspects of your experiences and values with your colleagues**

While it may seem daunting to share aspects of your experiences and values with your colleagues, starting open conversations about what makes us who we are can pave the way for more inclusive work environments. Sharing your identity at work can also help show support for those around us, particularly those from marginalised groups. For example, sharing your pronouns can show solidarity with non-binary or transgender colleagues, in addition to helping normalise the acceptance of differences in the workplace.

### **4. Enrich and expand your network in the workplace and beyond**

The power of having a diverse network of friends and connections at work should not be underestimated. By reaching out and connecting with different types of people at work, either virtually or face-to-face, you'll benefit from more diverse perspectives, and you'll achieve a greater understanding of other people's lived experiences.

### **5. Commit to investing your time in at least one programme designed to promote inclusivity**

To achieve meaningful change and make lasting improvements to workplace inclusivity, long-term action and commitments need to be made. Pride Month is a great opportunity to reflect on the unique challenges impacting your organisation and consider what actions you can take to overcome these in the future. And if a programme or network doesn't already exist – build one.

### **6. Thank colleagues who actively contribute to inclusion activities**

Acknowledge and empower those around you who play a part in creating an inclusive workplace. From big actions, like running inclusion networks and initiatives, to smaller everyday acts of kindness, championing colleagues who are creating inclusive environments will ensure they feel valued and appreciated for their great work.

We hope all our friends and colleagues at Devonshire Group have a wonderful Pride Month 😊

The reasons why there are higher rates of mental health issues among LGBTQIA+ people are complex. There are many experiences that LGBTQIA+ people will often have to deal with as a minority community, such as stigma, prejudice, and discrimination.

**If you or someone you know is at immediate risk of harm, call your emergency services**

**Your GP can help with mental health and refer you to your local mental health team.**

**As a Devonshire Group employee, you also have SIX MHA for expert care and support. We have nurses and therapists who have specialised training in the needs of people from the LGBTQIA+ community.**

**Email us at [helpine@sixmha.org](mailto:helpine@sixmha.org) or**

**Call us on 07360 533 028**

We stand with you, love is love. We are here for you



**Devonshire Group Employee App Code – DVG-410-935**

We are here for you!

