

ALLYSHIP – WHAT DOES IT MEAN AND HOW TO BECOME ONE



Inclusion starts with an **I**, responsibility for fostering an inclusive community starts with the individual. We can all be mindful of how we approach others, and the power of our actions to make a difference.

THINK ABOUT...

How can you understand more?

We all see the world differently – our opinions and values are shaped by experience. As an ally, it's important you try to understand other people's perspectives. Read a diverse range of literature and make sure your news feeds reflect different viewpoints.

This cannot eradicate unconscious bias (favouring others who look like you, share your values or have things in common with you), but it will help you become more aware of how your lived experience affects the way you move through the world.

How can you play a more active role?

Self-education is a great first step, but being a true ally demands action. This could mean signing petitions, fundraising or attending support groups. There are plenty of networks and councils you can join, and often they will show you how to become active.

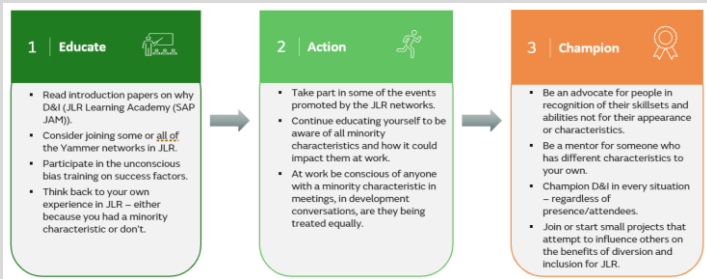
TALK ABOUT...

Use your voice

Your voice is one of the simplest and most effective forms of allyship. Use it to support minority groups and individuals in your network. If you feel someone's perspective is being overlooked, use your voice to help amplify theirs. But be careful to credit them for their work.

Be visible

We can all feel alone at times. Make sure your colleagues are aware of your support, and that others in your network see you helping make our company more diverse and inclusive. Making your allyship visible will ultimately encourage others to get involved – helping create a culture of allyship across the business.



HELP US:

As a business we have a responsibility to make Jaguar Land Rover a safe place to work, so if you see something you think is wrong, please escalate the issue to management. You can find details of our whistleblowing link and policy here: [SpeakUp](https://peopleportal.jlrapps.com/#page/confidential_reporting_whistle_blowing)
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PERSONAL CHALLENGE:

- Join a Jaguar Land Rover employee network - listen without judgement to the views of those with minority characteristics.
- Complete the unconscious bias training on Success Factors.
- Reflect on your own experience of Jaguar Land Rover – whether or not you have a minority characteristic. Have you seen or received unfair treatment because of a minority characteristic?