



# ALLYSHIP AND ADVOCACY TRAINING

---

## *Building Skills for Effective Support and Advocacy*

According to a new study by [The Workforce Institute at UKG](#) which included 3,400 people across ten countries, 69% of people said their managers had the most significant impact on their mental health. And this was more than the impact of their doctor (51%) or therapist (41%). **Are your organization's managers positioning themselves as allies?** Consider how much more time people spend with their co-workers compared to their therapists.

**Available as a one-hour discussion or a half-day workshop**

Throughout the training, participants will engage in interactive exercises, role-playing, and case studies to deepen their understanding and practice their allyship and advocacy skills. By the end of the training, your team will be equipped with the tools, knowledge, and confidence to be effective allies and advocates in their personal and professional lives.

Investing in allyship and advocacy training demonstrates your commitment to fostering a more inclusive and equitable society. You will leave the training with a renewed sense of responsibility, empowered to actively challenge systems of oppression and contribute to meaningful social change.

S  
T  
A  
T  
E  
M  
E  
N  
T  
S

## Key Topics Covered

**Understanding Allyship and Advocacy:** You will gain a clear understanding of the concepts of allyship and advocacy, exploring the role and responsibilities of allies in promoting inclusivity and social justice. You'll learn the importance of active engagement, empathy, and solidarity in supporting marginalized groups.

**Unpacking Privilege and Intersectionality:** Through self-reflection and critical analysis, you will better understand where you hold a specific power and how privilege influences your roles as allies and advocates.

**Challenging Bias and Stereotypes:** This training addresses the biases and stereotypes that perpetuate systemic inequities. You will examine your own biases, understand the impact of stereotypes on marginalized communities, and learn strategies for challenging and dismantling biases in their personal and professional lives.

**Building Inclusive Spaces:** You will gain insights into creating inclusive spaces that foster belonging and safety for historically excluded groups. You will explore strategies for fostering inclusive language, promoting diverse perspectives, and challenging exclusionary practices.

**Amplifying Marginalized Voices:** Participants will explore strategies for amplifying the voices and experiences of marginalized individuals and communities. You will learn how to use your platforms and privileges to uplift historically excluded voices, advocate for equitable policies and practices, and challenge systems of oppression.



## ABOUT TAMMY

---

Tammy received her Global DEIB Strategy Certificate from ELVTR in 2023, is a certified life coach, author of *Beyond Pronouns: The Essential Guide for Parents of Trans Children*, and a speaker who began her career as a registered nurse. She's provided training and keynotes at Algonquin College, the Government of Canada, TransFamily Alliance (California), Skipping Stone's Caring Hearts, TransPride Pittsburgh Health & Wellness Conference and been a panellist for ANKORS Trans Connect, Nose Creek Players, and ENMAX.

As the parent of four queer kids, including two transgender teens, Tammy volunteered on the board of directors with Airdrie Pride for over five years, where she launched a peer-led support group. Her freelance work has appeared in *Today's Parent* and *LGBTQ Nation* and on national television on *The Doctors*, *The Social* and *The Marilyn Denis Show*, *Global Radio*, and *CBC Radio*.

