



**ALLYSHIP IN ACTION:
CONVERSATION
CARDS FOR A
RESPECTFUL
WORKPLACE**

WELCOME

These Allyship Conversation Cards are designed to spark meaningful dialogue about respectful behavior, inclusion, and allyship in the workplace. Each card presents a realistic scenario involving behaviors, decisions, or moments where supporting others matters.

There are no “right” or “wrong” answers. The goal is reflection, conversation, and growth.

Use these cards during team meetings, trainings, retreats, or whenever you want to create space for deeper conversations about building a workplace where everyone feels valued and supported.

PURPOSE OF THE CARDS

The aim of these cards is to:

- Encourage open discussion about how allyship shows up at work
- Explore reactions to challenging or uncomfortable situations
- Strengthen awareness of harmful behaviors and their impact
- Build confidence in intervening, supporting others, and taking action
- Promote a shared understanding of what a respectful workplace looks like

Each scenario is an opportunity to reflect on personal experiences, learn from one another, and discover ways to show up as allies every day.

Time: 15–60 minutes

Group size: 3–5 participants per group

Estimate: ~10 minutes per card

RULES FOR DIALOGUE

To create psychological safety and productive discussions, review these guidelines before beginning:

- **Everyone gets a voice.** Listen respectfully and allow all participants time to speak.
- **It's OK to pass.** No one is required to respond to a question or scenario.
- **Speak from "I."** Share personal perspectives rather than assuming others' experiences.
- **No need to agree.** Differences of opinion are welcome — stay curious, not defensive.
- **Confidentiality matters.** What's shared in the group stays in the group.
- **Assume good intent, attend to impact.** Focus on learning rather than blaming.

If your team has established norms, invite participants to add or modify these rules.

HOW TO USE THE CARDS

- Choose one participant to draw the first card and read the scenario aloud.
- The reader may answer one or more of the prompts.
- Place the card on the table so others can view it.
- Invite participants to share their own perspectives, experiences, and ideas for action.
- Discuss how the situation relates to allyship and respectful workplace behaviors.
- Close with reflection questions.
- When discussion naturally wraps up, draw the next card.



A colleague confides in you about their struggle with depression. They worry it might affect their work but are reluctant to disclose it to their supervisor.

01
What would you say?

02
What would you do?

03
How should your organization respond?



An employee comes to you expressing discomfort about comments concerning their religious beliefs frequently being made during team meetings.

01
What would you say?

02
What would you do?

03
How should your organization respond?



A colleague confides in you about their struggle with a mental health condition. They worry it might affect their work but are reluctant to disclose it to their supervisor.

01
What would you say?

02
What would you do?

03
How should your organization respond?



You overhear a conversation between two employees in which one is using derogatory language targeting individuals based on their sexual orientation.

01
What would you say?

02
What would you do?

03
How should your organization respond?



You notice that a team member with a physical disability is excluded from certain team-building activities due to the lack of accessibility.

01
What would you say?

02
What would you do?

03
How should your organization respond?



You realize that your department's recruitment process may have some inherent biases that are preventing diversity in your hiring.

01
What would you say?

02
What would you do?

03
How should your organization respond?



An employee is going through gender transition and they express that their team isn't respecting their name and pronouns.

01
What would you say?

02
What would you do?

03
How should your organization respond?



You receive an email chain that includes inappropriate comments about a coworker's nationality.

01
What would you say?

02
What would you do?

03
How should your organization respond?



An employee wearing attire that is different from “social norms” in your workplace is consistently questioned or mocked about their choice of dress.

01
What would you say?

02
What would you do?

03
How should your organization respond?



A pregnant employee shares that her boss keeps mentioning they know it'll be hard to work long hours when returning from leave.

01
What would you say?

02
What would you do?

03
How should your organization respond?

WRAP-UP

- End by thanking participants for contributing to a thoughtful and respectful dialogue.
- Ask each person to share one takeaway, shift in perspective, or allyship action they want to carry forward.
- Highlight that allyship is not a one-time discussion but a daily commitment to noticing, speaking up, and supporting others.
- Encourage teams to revisit the cards regularly to continue building a culture where everyone feels seen, safe, and valued.