

ACTIONABLE ALLYSHIP

Self-Assessment Tool

Instructions: Progress through the zones, in the following sequence; **Avoid** > **Care** > **Support** > **Growth** > **Leader**.

If your score is greater than or equal to 12, progress to the next zone. If your score is less than 12, stay here and begin your actionable improvement efforts.

Note the category of your score on the scale: Beginner, Intermediate, Advance. Your actionable efforts begin by reviewing the [Resources for Change](#).

Allyship is a never-ending commitment. Assess where you are today! Work to progress through the continuum and to improve your score in each zone each time. **Repeat.**

5. LEADER ZONE

Never=0, Rarely=1, Sometimes=2, Often=3, Always=4

- I yield positions of power to nurses that have been marginalized.
- I am aware of my biases and actively seek different perspectives to make decisions.
- I consistently speak up when I see racism occur and I support others to do the same.
- I am learning from my mistakes in allyship to motivate me to be better.
- I develop and promote anti-racist policies and build anti-racist leaders.

SCORE:

If ≤ 12 start improvement efforts
If > 12 go to the next zone

4. GROWTH ZONE

Never=0, Rarely=1, Sometimes=2, Often=3, Always=4

- I understand my own privilege in ignoring racism.
- I ask hard questions even if they may make me uncomfortable.
- I identify the ways I can unknowingly benefit from racism.
- I educate my peers about how racism harms our profession.
- I surround myself with others who think and look differently than me.

SCORE:

If ≤ 12 start improvement efforts
If > 12 go to the next zone

1. AVOID ZONE

Never=4, Rarely=3, Sometimes=2, Often=1, Always=0

- I am uncomfortable directly addressing racism.
- I do not think racism is a problem in nursing.
- I am afraid to say anything because I may say the wrong things.
- I stay neutral, so I am not viewed as divisive.
- I hire for diversity but upon hire will insist on culture conformity.

SCORE:

If ≤ 12 start improvement efforts
If > 12 go to the next zone

2. CARE ZONE

Never=0, Rarely=1, Sometimes=2, Often=3, Always=4

- I pay attention and speak with leadership if workload is distributed unfairly based on discrimination.
- When a nurse of color proposes a good idea, I make sure visibility and ownership are acknowledged.
- I engage in my own learning about racism.
- I ensure that my biases do not impact the care I provide.
- I use inclusive and non-stigmatizing language.

SCORE:

If ≤ 12 start improvement efforts
If > 12 go to the next zone

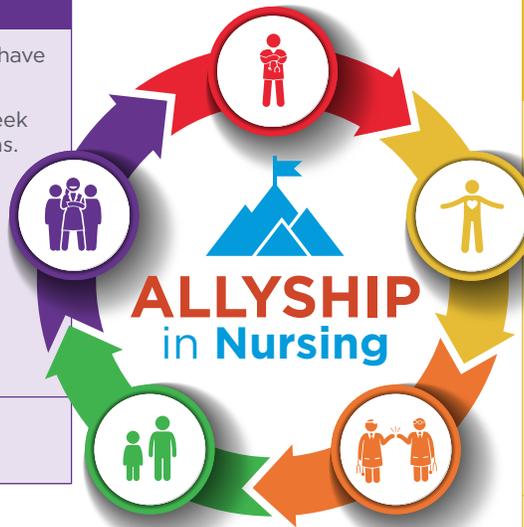
3. SUPPORT ZONE

Never=0, Rarely=1, Sometimes=2, Often=3, Always=4

- I speak up when I see racism in nursing.
- I challenge racist ideologies and stereotypes.
- I speak up when nurses of color are not treated fairly.
- I participate in creating an equitable and inclusive healing environment.
- I speak up when the standard of care is not being met.

SCORE:

If ≤ 12 start improvement efforts
If > 12 go to the next zone



Where are you on the scale?

