

# Transforming Experiences into Solutions

## Activating Allies

The *Activating Allies* project, led by Jocelyn Peltier-Huntley as part of her Ph.D. research, is an interdisciplinary and collaborative study aimed at defining and developing solutions to support workplace allyship—an essential component for driving meaningful cultural change in organizations. The project explores literature across various fields, including rhetoric (communication), leadership, education, law, policy, and sociology, to understand how workplace allies contribute to the success of inclusion efforts.

Through this literature review, the research team identified the critical roles that employees, leaders, and organizations play in fostering change, and underscored the urgency of advancing these efforts in the workplace.

### What is Allyship?

Allyship is a practice of inclusion where individuals actively support historically marginalized communities—such as women, Indigenous peoples, visible minorities, people with disabilities, and 2SLGBTQIA+ individuals—by listening, learning, and reflecting on their own experiences and privileges. This process empowers these communities to reach their full potential.

The study adopts an intersectional, transformational, mixed-methods approach across multiple phases, focusing on the needs and experiences of these five equity-deserving groups.

### Key Outcomes & Benefits

Engaging more than 120 participants, the project developed the **Ally Activation Model** and associated training materials, which were piloted at the University of Saskatchewan's College of Engineering and later implemented in the minerals industry.





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Key findings include:

- **The Ally Activation Model** offers a scalable strategy for cultivating inclusive workplace cultures.
- **Structured allyship training** has been shown to enhance awareness, engagement, and behavioral change in both academic and industry settings.
- **Organizational commitment to EDI (Equity, Diversity, and Inclusion)** is essential for sustaining allyship behaviors beyond the training phase.
- **Cross-industry collaboration** helps create psychologically safe spaces for discussions and accelerates the adoption of inclusive practices.

By systematically addressing EDI challenges, the project contributed to advancing workplace inclusivity and provided actionable strategies for sustaining long-term cultural change.

### Discover More

Learn more about the project at [www.imii.ca/publications](http://www.imii.ca/publications).

The Activating Allies course is being offered by Prairie Catalyst Consulting. Visit their website at [www.prairiecatalyst.ca](http://www.prairiecatalyst.ca).

**Proponent:** University of Saskatchewan

**Project Duration:** January 2021 to July 2024

<b>Project Cost:</b>	\$249,683
IMII Contribution:	\$ 84,000
Mitacs:	\$ 95,333
Project Participants:	\$ 70,350