



Empowering Differences: Allyship at the Intersection of Race and Gender

with Ashley T. Brundage

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About the Series

Increasingly, Out & Equal's member companies recognize that, while necessary, standard DEI efforts fall short in addressing the most vital component of retention and growth: feeling like you belong. Developing an organizational culture of belonging is hard – especially right now. COVID realities, Gen Z and Y redefining the workplace, and increased racially charged bias and violence all are driving the urgency and importance of establishing cultures of belonging now. *Practitioners for Change* brings critical conversations about racial equity and mental health and wellness to the forefront of DEI praxis.

Powered by [Capital One](#), the series is designed to help sustain practitioners both as professionals, and as people by weaving together critical conversations about racial equity, mental health, and well-being.

[Visit our website to learn more about the series and to access other sessions.](#)



About the Session

Join us in welcoming Ashley T. Brundage, Founder and President of Empowering Differences, for a live-recorded, hour-long workshop deep-diving into the unique intersections of race and gender, and how we—as practitioners and as allies—can create actionable and inclusive communities. Participants will leave with a better understanding of how to turn their allyship into action for people at this intersection. This session places emphasis on how build spaces of belonging for trans and nonbinary people of color.

We encourage you to host internal viewings and discussions of Ashley T. Brundage’s talk using the recording and discussion questions outlined in this resource.

Ashley T Brundage



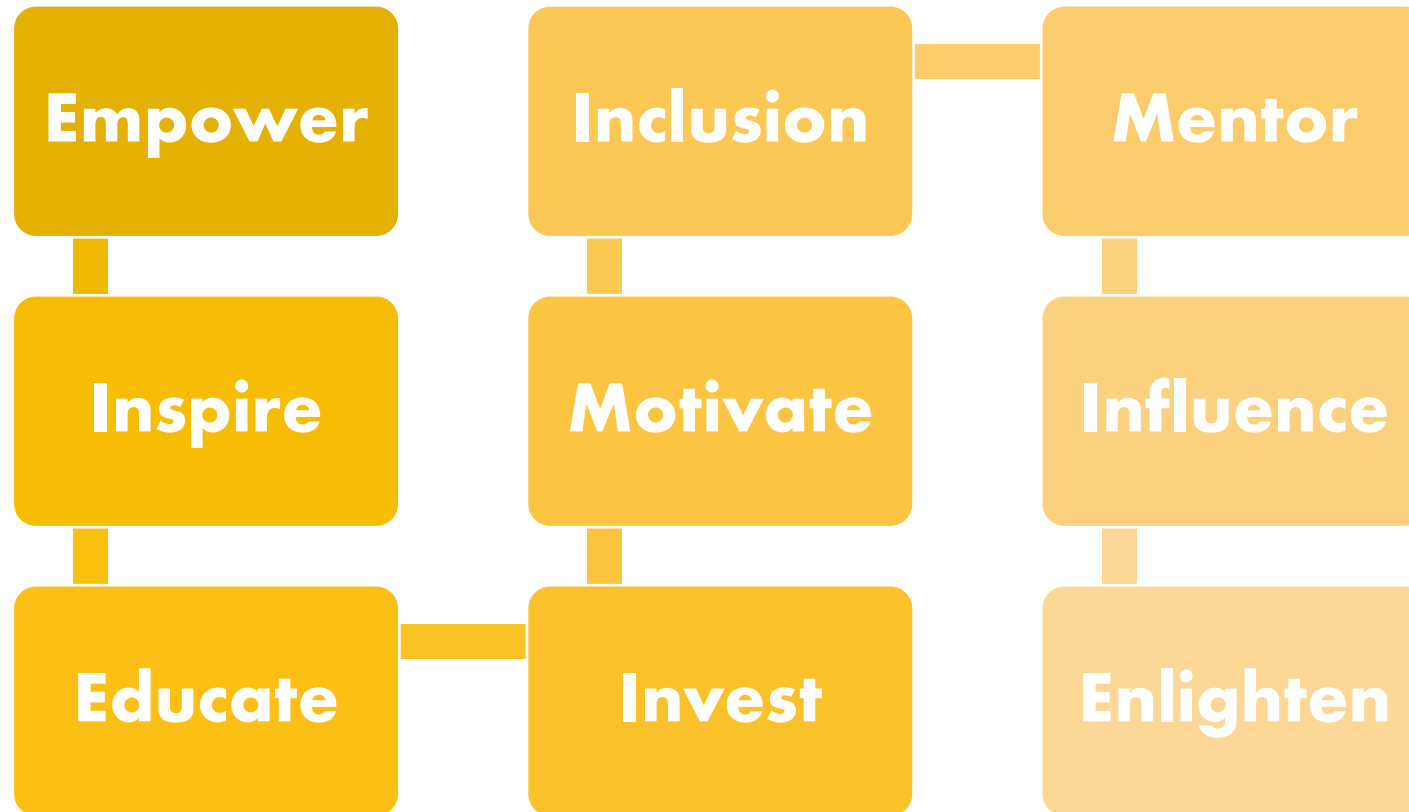
Ashley T Brundage (she/her) is the President and CEO of [Empowering Differences](#). She is the author of [Empowering Differences](#) which outlines her 4-step process of empowerment that supports cultivating change.

While seeking employment at PNC Bank in the United States, she identified openly during the interview process as a woman of transgender experience and subsequently was hired after facing years of harassment, discrimination, and homelessness. These factors led her to start her second career as a means of survival while doing research on empowerment & differences. She took a role in the bank as a part time teller and then rose to national Vice President of Diversity & Inclusion in less than 5 years.

Ashley credits her success to those closest to her for providing actionable allyship including her 2 teenage sons, Bryce and Blake. She also volunteers her time as the vice chair of the board for GLAAD, helping to accelerate acceptance for the LGBTQ+ community through all forms of media.

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10 Empowering Actions: a way to create more empowerment for others.



Source: Ashley T. Brundage, Intersectional Learning Series with Out and Equal (2022).

Empower: “the action of all actions”

Empower Yourself, Others, & Organizations

Authority

- Who drives the impact?
- Carry a boss like mentality

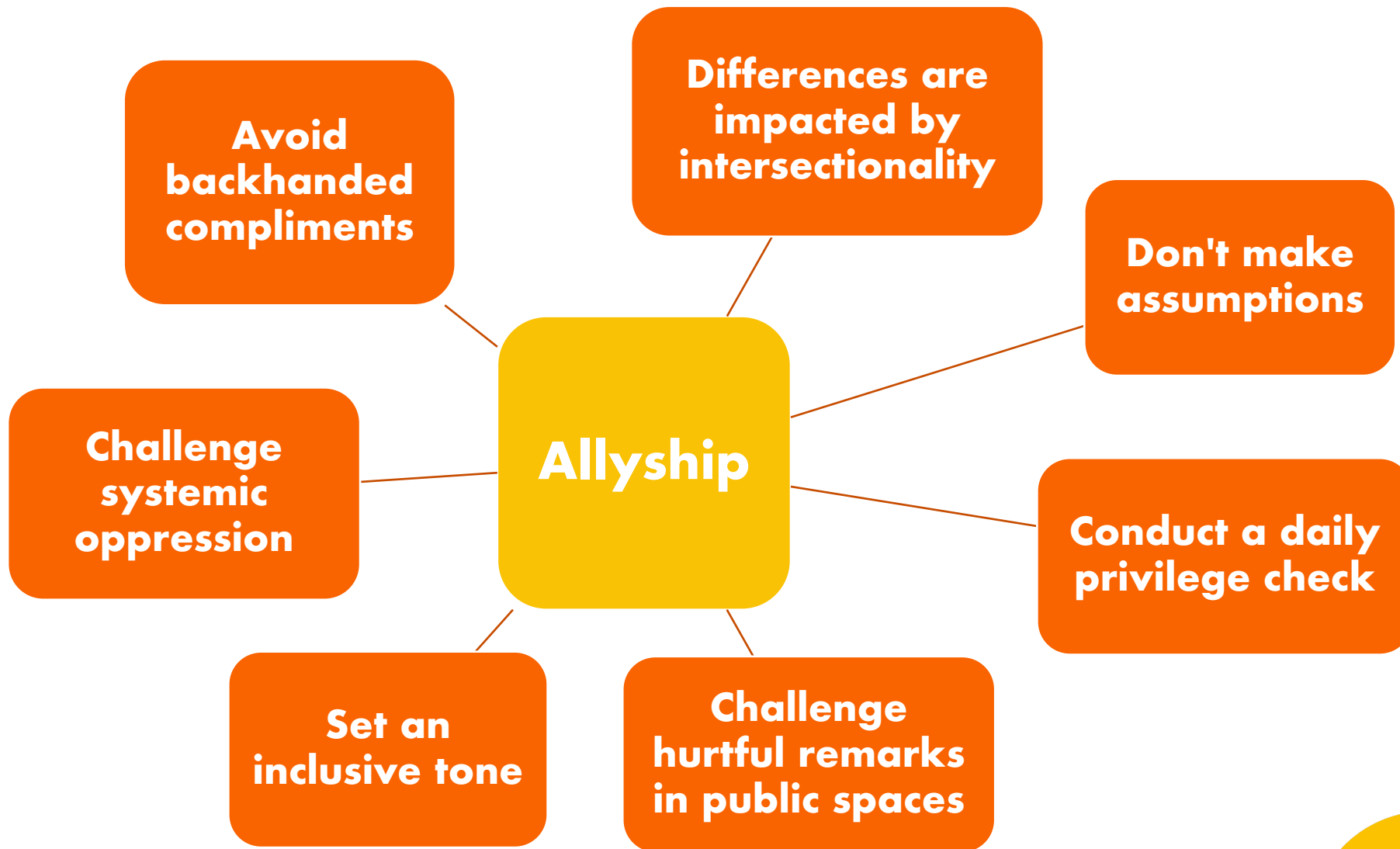
Power

- Trackable units of measurement
- Time, Money, Resources, Access

People

- Who is involved?
- Who is missing from the conversation?

Source: Ashley T. Brundage, Intersectional Learning Series with Out and Equal (2022).



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Resources & Further Learning

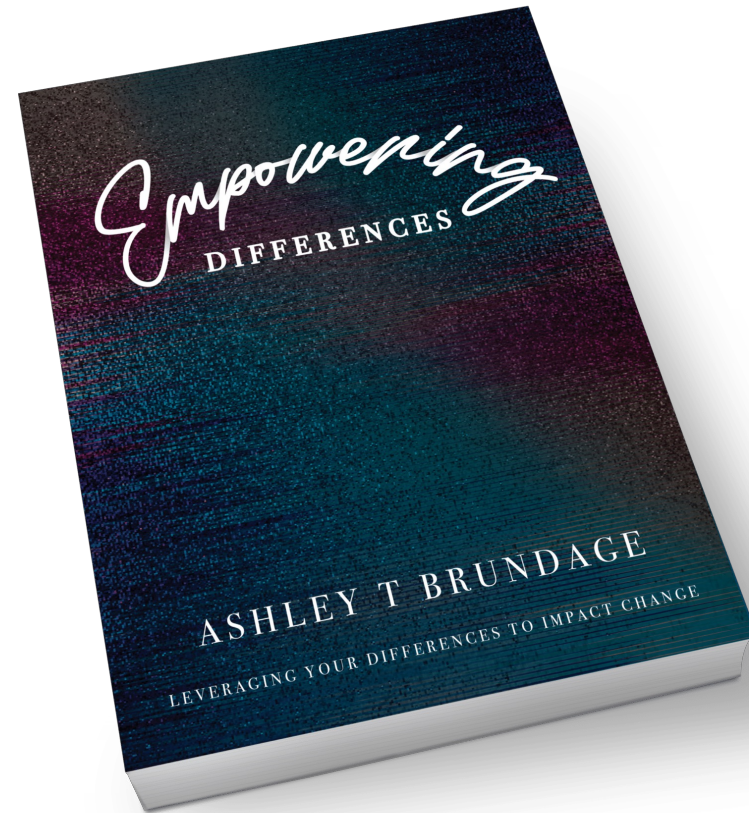
Self Assessments

- Empowerment Assessment
- Differences Assessment

Further Reading

- Empowering Differences Book
- 10 Empowering Actions Workbook

Contact ashley@empoweringdifferences.com for more information and for the presentation slide deck



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Discussion Questions

- 1. What are your areas of privilege and dis-privilege?**
- 2. How do your differences bring value to your empowerment work?**
- 3. Which of the 10 Empowering Actions feel most natural to you? Which actions would you like to grow more comfortable with?**
- 4. How and why do our action items need to shift in priority when we are focusing on empowering a specific identity group?**
- 5. What things do you have access to that could drive empowerment for someone else?**



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