

Purpose

The Allyship Toolkit is designed to equip individuals and organisations within policing with the knowledge, skills, and practical actions needed to actively support women of colour (WoC). It aims to:

- Promote equity and inclusion by addressing the unique barriers faced by women of colour in policing.
- Encourage meaningful allyship through everyday actions, structural change, and sustained commitment.
- Foster safe and empowering environments where women of colour feel seen, heard, and valued.
- Build accountability by guiding colleagues and leaders in recognising privilege, challenging bias, and sharing power.
- Support cultural transformation across policing by embedding anti-racist and gender inclusive practices.

Understanding the Landscape

Women of colour in policing (WoCiP) often experience intersectional discrimination through racism, sexism and cultural stereotypes. Allyship begins with awareness:

- Recognise that WoC may be underrepresented in leadership, training opportunities and specialised units.
- Acknowledge that WoC often take on additional responsibilities such as mentoring, community engagement, and driving inclusion efforts that add significant value to the organisation, yet frequently go unrecognised and unrewarded.
- Understand how the current policing culture can impact on the voice, position and confidence of WoCiP.
- Consider how colleagues who are members of police staff may experience different dynamics to police officers.

Core Principles of Allyship

Listen Actively

Create safe spaces for women of colour to share experiences without judgment or interruption.

Educate Yourself

Learn about intersectionality, systemic racism, and gender bias. Don't rely on women of colour to teach you.

Speak Up

Challenge discriminatory behaviour, microaggressions, and exclusionary practice, even when it's uncomfortable.

Share Power

Advocate for equitable access to leadership, training and development opportunities.

Be Accountable

Track your own actions and be open to feedback.

Be Consistent

Being an ally isn't a moment, it's a continuous practice of standing up for fairness and inclusion.

Self-Reflection

- Have I challenged bias when I have seen it or heard it?
- Do I make space for diverse voices in my team?
- Am I using my influence to sponsor and elevate WoCiP?
- Am I ensuring WoCiP have equal access to opportunities?
- Do I regularly check my own assumptions and privilege?
- Am I showing up as an advocate for WoCiP, both in words and actions?

Your Pledge as an Ally to Women of Colour in Policing

- I will actively educate myself about the history, challenges, barriers and experiences of WoCiP, both past and present.
- I will listen to and amplify the voices of WoCiP, advocating for them where required.
- I will stand as a proactive and visible ally, addressing any concerning practices or behaviour and promoting respect and inclusion.
- I will actively promote and credit the work of WoCiP, making sure their efforts are visible and valued.
- I will lead by example, ensuring I foster an environment where all colleagues feel valued, supported and able to be their authentic selves.
- I will acknowledge intersectionality and actively consider this in the support I will provide.