

# 2020 Year of the Ally

## Taking action together to drive positive change

Inclusion and diversity are core to who we are at Dentons and to our business strategy. We know that embracing the individual perspectives, experience, insight and ideas each of us bring makes us stronger.

We also know that in a world where discrimination, oppression and unequal treatment surround us, it takes courage, hard work and the collective commitment and actions of each of us to make a difference.

In our continued effort for greater diversity and to achieve real inclusion, we made 2020 the **Year of the Ally** at Dentons.

Our year-long focus on allyship featured in our annual International Women's Day and LGBT+ celebrations, and is supported by our four-part Global Allyship Training course offered to all Dentons colleagues across the globe via live video link.

Centred around the actions each of us can take as allies and our **Dentons Courage Commitment**, our **four-part allyship training series** covers concepts of privilege, oppression, marginalization and the meaning of allyship, and equips participants with concrete actions they can take now to work alongside others to be better allies.

Built on the themes of **Reflect, Educate** and **Take Action**, our **Dentons Allies site** is accessible to all our people. The site contains resources and information to help colleagues build out their allyship skills and provides a place where they can make the Dentons Courage Commitment and share with one another specific personal actions they commit to take as allies.

**We embrace hard truths and welcome difficult conversations.**  
**We listen to understand and connect.**  
**We acknowledge and learn from our mistakes, and when it is our turn, we speak with passion.**  
**When we value different perspectives and work together, we are better.**  
**— Dentons Courage Commitment**



Global Allyship Training Series



**Inclusion  
& Diversity**

