

Equity, Diversity, and Inclusion Ally Training

The Comparative Cognition Society's (CCS) Equity, Diversity and Inclusion (EDI) committee appreciates your interest in being an Ally for the CCS community. By becoming an Ally, you are helping foster a safe, collaborative, supportive, and productive space for everyone in our society.

In order to become an Ally, CCS requires that individuals complete Ally Training. This training consists of roughly one hour of independent online learning, detailed below. We will then hold a 45 minute synchronous online meeting for Allies with the EDI committee that will take place a few weeks before the annual Conference on Comparative Cognition (CO3). It is important to note that the independent online and synchronous resources may involve discussions of sexual violence, homophobia, transphobia, anti-blackness, ableism, and discrimination at large, which may be triggering for some trainees.

CCS EDI committee members will be required to complete Ally training, but the role of Ally is open to all attendees wishing to volunteer and complete the training. As outlined in the CCS Code of Conduct, CCS Allies will be identifiable at the conference by the "ALLY" label on their badges.

Ally Training Instructions

Step 1: Training Resources

The following short readings, videos, and courses serve as training and resources for EDI committee members and volunteer conference Allies. Reflection points are provided to guide your training. Please note your responses, as these will be discussed in our group synchronous meeting.

A. Review the CCS Code of Conduct and Diversity Statement [here](#) (~8 minutes)

B. Read the CCS EDI Pronouns Information document [here](#) (~3 minutes)

C. Watch the following 5 videos from [Beyond Microsoft's](#) Allyship training course:

(The links below directly take you to the video, but may result in your browser producing a security alert. You can choose to ignore the alert, or navigate to the videos of the same name from the [Beyond Microsoft's](#) Allyship training course link.)

[Allyship: Activating inclusion in the workplace](#) (~30 minutes)

[D&I and barriers to allyship](#) (~1 minute)

Reflection point: What challenges do you face in being an effective ally?

[D&I and beyond shame and blame](#) (~1 minute)

Reflection point: How can you create space for others as an ally?

[D&I and relentless empathy](#) (~1 minute)

Reflection point: How do you deal with relentless empathy in your allyship?

[D&I and rhetorical deflection](#) (~2 minutes)

Reflection point: What deflections have you encountered? How did you deal with them?

D. Complete [Beyond Microsoft's](#) "Inclusion and Allyship" training module [here](#) (15 minutes).

In addition to these training requirements, additional optional resources can be found [here](#).

Step 2: Confirmation & Scheduling

Once you have completed all of the training materials, Ally Trainees should submit confirmation that they completed this training via [Google Forms here](#). Contact information collected on Google Forms will be used to coordinate the following step in the training program. The final deadline to complete the training materials and respond to the Google Form is Friday, March 1st, 2024 at 11:59 pm (last time zone on earth).

Step 3: Synchronous Meeting

The last part of Ally Training involves attending an online, synchronous meeting with the EDI committee and other Ally Trainees. This meeting will serve as a space to discuss the training and allyship at large, and to workshop an actionable plan for Ally Responsibilities at the conference EDI.

The meetings will be roughly 45 minutes, and we will hold multiple meetings to ensure all Trainees are able to attend. Each Trainee is only required to attend one meeting. These meetings will be held in March 2024 and an email will be sent out to those who completed the training by the deadline (Friday, March 1st) with more details.

Step 4: At the Conference

At the annual CCS meeting, CCS Allies will be expected and are encouraged to do the following:

- A. Display your ally status on your conference name badge
- B. Be a public ambassador for EDI
- C. Report comments/concerns to the EDI committee
- D. Monitor the WhatsApp Ally account and provide EDI support when needed

E. Provide ideas or suggestions to the EDI committee

Thank you so much for your commitment to being a CCS Ally! If you have any questions or encounter any issues, please reach out to our committee chair Suzanne Gray (she/her) via edi@comparativecognition.org. More information about the EDI committee can be found on the CCS website [here](#).

Current CCS EDI Committee

Suzanne Gray (she/her) **CCS EDI committee chair**, Faculty

Angelle Antoun (she/her) Graduate Student

Jon Crystal (he/him) Faculty

Élias Daigle (any pronouns) Graduate Student

Moriah Deimeke (they/she) Graduate Student

Lauren Guillette (she/her) CCS President, Faculty

Debbie Kelly (she/her) Faculty

Joey McKeon (he/they) Graduate Student

Ben Whittaker (they/them) Postdoctoral Scholar

Document history

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