



sanofi | allin+



Allyship Guides

December 2022

Sanofi Global ERGs



What is allyship and why it matters?

Allyship is not a status or a title. It is about **taking personal accountability**, and then **taking action**, to work alongside under-represented communities to help achieve clear shared outcomes of equity, inclusion and justice for all people.

Allyship is about **working in solidarity** with existing DE&I movements and leadership to **achieve a fairer society for all people**.

Take part, learn, contribute, grow. **All In**.
Each Guide has LINKS to help better understand the Do's and Don't's.



The Sanofi Allyship Guides have been co-created with our 5 Global Employee Resource Groups and endorsed by Dr Rohini Anand from our DEI Board.

gender  **ability**  **generations**  **pride**  **culture and origins** 

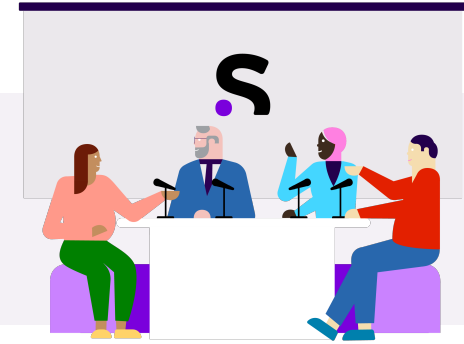


sanofi

gender⁺
allyship
guide

gender+ allyship guide

Genderism is a bias or stereotyping based on one's gender identity. It primarily affects women & girls. Genderism is a manifestation of historically "unequal power relations" between men and women – which prevents the full advancement of women in society.



Do

- **Encourage female and underrepresented talents to apply to new roles.** They are statistically less likely to apply for stretch roles- as they may automatically select themselves 'OUT'
- **Bring female diversity to the table and teams.** Be inclusive so everyone's views are heard
- **Encourage flex work options for** all employees, not just women, allowing them to choose when and where they work
- **Promote our parental leave policy** to all employees and especially encourage men to take the full leave
- **Propose yourself as a mentor**, sponsor or coach and educate yourself on the challenges women have in pursuing leadership positions

Don't

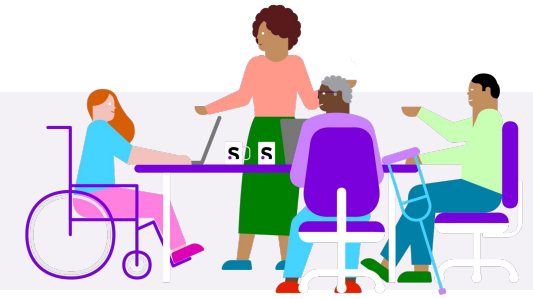
- **Don't take credit for the work that others do** before you stepped in or the idea someone else shared earlier
- **Make assumptions on one's willingness** to take up a challenge, just ask
- **Keep silent in front of sexist jokes/behaviors** – it is your duty to call it out and be an active ally
- **Write exhaustive lists of main responsibilities /experiences** on your job postings. Use the inclusive recruiting template and diverse interview panels
- **Suggest that women need to adopt attitudes that are more commonly seen in men:** support and let them affirm their own leadership style



•
ability+
allyship
guide
•

ability+ allyship guide

Ableism is the discrimination of and social prejudice against people with disabilities based on the belief that typical abilities are superior. At its heart, ableism is rooted in the assumption that disabled people require “fixing” and defines people by their disability¹.



Do

- ***Gain the person’s permission before providing any assistance*** - Listen and offer help, always asking how they prefer assistance
- ***Focus on the person, not their disability***, talking directly with them as you would with other colleagues. (i.e., if a colleague has a sign-language interpreter, look at your colleague and not their interpreter)
- ***Be mindful that many cultural differences exist***, where terminology may be grossly offensive in one area and not in another: ask the person to self describe if you’re not sure
- ***Source, recruit, and hire people with disabilities***
- Write inclusive job descriptions using our template, hold inclusive interviews, and facilitate inclusive work environments
- ***Provide the assistive technologies*** or support they need to use their full abilities

Don’t

- ***Ask*** “what is wrong with someone”
- ***Assume someone is not disabled just because they do not “look” disabled*** : not all disabilities are visible
- ***Use wording you would not use for other minority groups***, such as “differently abled.” You would not say “differently colored,” “differently gendered,” etc. Also, everyone is “differently abled” from one another
- ***Touch anyone***, their mobility equipment, or assistance animals without their permission
- ***Use someone with a disability as “inspiration”*** for simply existing or simply because of their disability



•

generations⁺ allyship guide

•

generations+ allyship guide

Ageism refers to any stereotype, prejudice or discrimination towards others or oneself, based on age. Our Global Generations+ ERG includes and supports all generations to create a world for all ages.



Do

- **Include age / generations** whenever talking about diversity
- **Challenge your thinking at all times** : “would I think the same if that person would be 20? 30? 50? 60?”
- **Focus on skills and achievements** when assessing someone’s experience – not number of years of experience
- **Consider combining and complementing skills and competencies in a team from across generations.** Some skills and competencies decline while others improve overtime
- **Ensure that communication channels and working tools are inclusive** and able to appeal to all generations

Don't

- **Ask** age-related questions
- **Use age as a factor** when hiring, training, and promoting
- **Stereotype generations and link ages with specific behaviors and characteristics** (e.g. age being related to a specific mindset; older people being less tech savvy, younger people being more energetic..)
- **Assume older employees won't raise the hand** for a new professional challenge
- **Attribute age to skills or seniority** (e.g. don't think that the younger person is not the manager; don't think that one is skilled in their profession just because they are older or younger)



•
pride 
allyship
guide
•

pride allyship guide

LGBTQ+ is an acronym for Lesbian, Gay, Bisexual, Transgender and Queer/Questioning and everyone else, describing a person's sexual orientation or gender identity.



Do

- ***If someone comes out to you, thank them for trusting you.*** There is a reason they confided in you – they respect you, feel comfortable around you, and value your relationship
- ***Speak up and challenge homophobic/transphobic remarks*** and/or jokes in public and private spaces
- ***Ask about confidentiality and reassure them*** of your confidence. Make sure they know they can trust you
- ***Treat them the same you always have.*** Assure them that nothing changes between you two
- ***Respect and share pronouns*** (*he/him, she/her, they/their, other*)

Don't

- ***Assume anyone's sexual orientation or gender identity.*** Instead of "Do you have a wife/husband?" – try, "do you have a significant other/partner?"
- ***Out people without their consent***
- ***Say "I knew it"*** or "what took so long?"
- ***Ignore the importance of using the right pronouns.*** Remember, mistakes happen – when you mess up a pronoun, correct yourself, apologize, and move on
- ***Ask inappropriate or invasive questions about someone's body.*** If you wouldn't ask before you knew their sexual orientation, don't ask after you know



•

culture and origins

allyship guide

•

culture and origins+ allyship guide

Culture and Origins+ ERG is focused on celebrating our humanity, our unique cultural backgrounds and to focus on issues impacting the equity, experiences, feelings of belonging and health disparities of under-represented groups.



Do

- **Learn about each other's cultures & histories**, and respect name pronunciations. Different life experiences, cultures or origins, enhance Sanofi's culture and connect us to our patients and customers
- **Speak up when someone from a different culture or origin is targeted with unjust treatment** (discrimination, bias, micro-aggressions)
- **Respect other religions, faith or beliefs** (specific habits & customs, religious days & celebrations)
- **Realize that everybody is on a different point on their journey**, and we want to help them through that journey
- **Plan meetings in acceptable time zone for all.** Add the following sentence at the bottom of your emails: "My working hours might not be your working hours. I don't expect you to read this e-mail or respond to it outside of your working hours"

Don't

- **Assume you understand everyone's religion, faith or beliefs** Do not diminish or pass judgement on lived experiences of those different from you just because they don't align with your experience
- **Say "they are just being ..."** (French, German, African, Hispanic, Indian...)
- **Make fun of the different accent.** At Sanofi, we speak international English
- **Speak a language that is not understood by everyone** in the room
- **Disrespect other people's differences.** Don't judge anybody because of their culture, hair, food, skin color, faith, clothes, or appearance

Did you know?

People with disabilities comprise **15%** of the worldwide population. That's over **1 billion people**, making the world's largest minority group¹.

50% of the global population is ageist and **100%** of humans will be one day facing ageism if we don't act now².

There are more than **7100** known languages spoken by people around the world today³.

We would need to wait for **132 years** to reach global gender parity⁴.

Only around **40% of LGBTQ+** employees are fully open about their gender identity/expression or sexual orientation at work⁵.

1 : WHO

2 : WHO, 2021

3 : Ethnologue online publication, 2022

4 : World Economic Forum, 2022

5 : Accenture, 2020

•
Thank you!
•

sanofi | **all in⁺**

• Got any feedback or questions? [Share your thoughts.](#)