

# ALLY BINGO



## CHAIR

I make sure my committee represents the diversity of our community.



## ACCOUNTANT

I review salaries by gender and diversity, and correct inequities.



## PHOTOGRAPHER

I call out sexist and racially insensitive imagery in publications for my institution.



## GLOBETROTTER

I take time off and encourage downtime for my employees.



## BABYSITTER

I tell people about the SPIE Child Care Grants.



## SUPPORTER

I have attended a Women in Optics event at a SPIE Conference.



## PLUMBER

I fix a leaky pipeline by monitoring the number of women leaving my agency.



## SPONSOR

I identify rising talent within underrepresented groups and open doors for deserving candidates.



## TRACKER

My company tracks promotions, layoffs, and resignations of women versus men.



## WORDSMITH

I adjust my internal and external dialogue to be respectful to women and other underrepresented groups.



## ACCOMPLICE

I work on dismantling oppressive social structures.



## STUDENT

I never stop learning about the needs of my community.



## SPIE ALLY

I support equity, diversity, and inclusion with both my words and actions.



## PROMOTER

I nominate people from underrepresented groups for SPIE Awards and Honors.



## REFEREE

I discipline or fire employees who abuse privilege.



## LINGUIST

I chose inclusive language for my presentations and publications.



## LISTENER

I give women the floor and don't interrupt when they are speaking.



## TABLEMATE

I encourage diversity and inclusion at the conference room table, not on the sidelines.



## INFLUENCER

I encourage my peers to educate themselves on implicit bias and harmful stereotypes.



## PROTECTOR

I speak up when I see harassment, discrimination, or exclusion.



## BOOKWORM

I read up on implicit bias and stereotype threat.



## MEGAPHONE

I amplify female voices in meetings and on social media.



## ADVOCATE

I use my position of privilege to support others.



## MENTOR

I provide mentorship for rising talent from underrepresented groups.



## JOINER

I have attended an Equity, Diversity, and Inclusion event at a SPIE conference.

