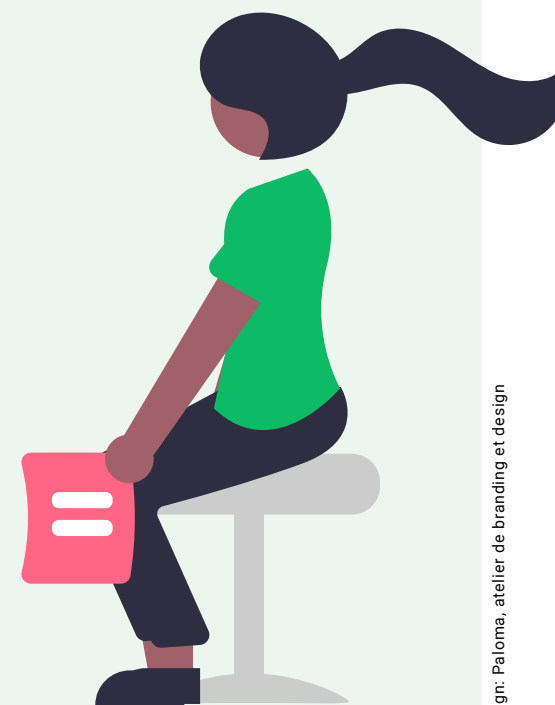




How to act as an ally?

In the context of neuromixed communication, acting as an ally signifies actively supporting and respecting those whose communication styles and preferences may deviate from common ways of communicating. This involves several key actions:

- **Actively listening** to those with whom you are communicating, in particular those whose ways or styles of communication differ from yours or from the majority of those with whom you work. This means making an effort to understand their needs, preferences and experiences.
- **Demonstrate openness and respect for communication differences.** This signifies avoiding judging a person's skills or motivation at work based on the way they express themselves or interact.
- **Offer active support** to those whose communication style differs from that of the majority. This may mean supporting them in difficult situations or working to change the communication norms which are a source of exclusion.
- **Denounce injustices and defend rights in alliance with those concerned (and not in their place).**
- **Keep learning.** This means never ceasing to learn about the different forms of communication and the experiences of those who communicate in a way different from one's own. This also leads to continuing one's reflection on ways to apply inclusive practices in daily life.



Graphic Design: Paloma, atelier de branding et design