

Developing Our Ally Identity

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Introductions

- Name
- Gender Pronouns
 - She, her, hers, herself
 - They, them, theirs, themselves
 - He, him, his, himself
- To me, being an ally means...

Overview of the Session

- Group Agreements
- Allyship Defined
- Model of Ally Development
- Terminology
- Interrupting Bias
- Owning Our Impact
- Case studies

Group Agreements

- Use “I” Statements
- Lean into the Discomfort
- Challenge by Choice
- Own Your Intentions and Your Impact
- Take Space, Make Space
- Respect One Another’s Ideas & Comments
- Seek to Understand
- Maintain Confidentiality
- Be Present

Defining Allyship

Allyship Defined

Allyship is an active and consistent practice of deconstructing and challenging ones beliefs and actions, in which a person seeks to work in solidarity with a marginalized individual or group of people.

Model of Ally Development

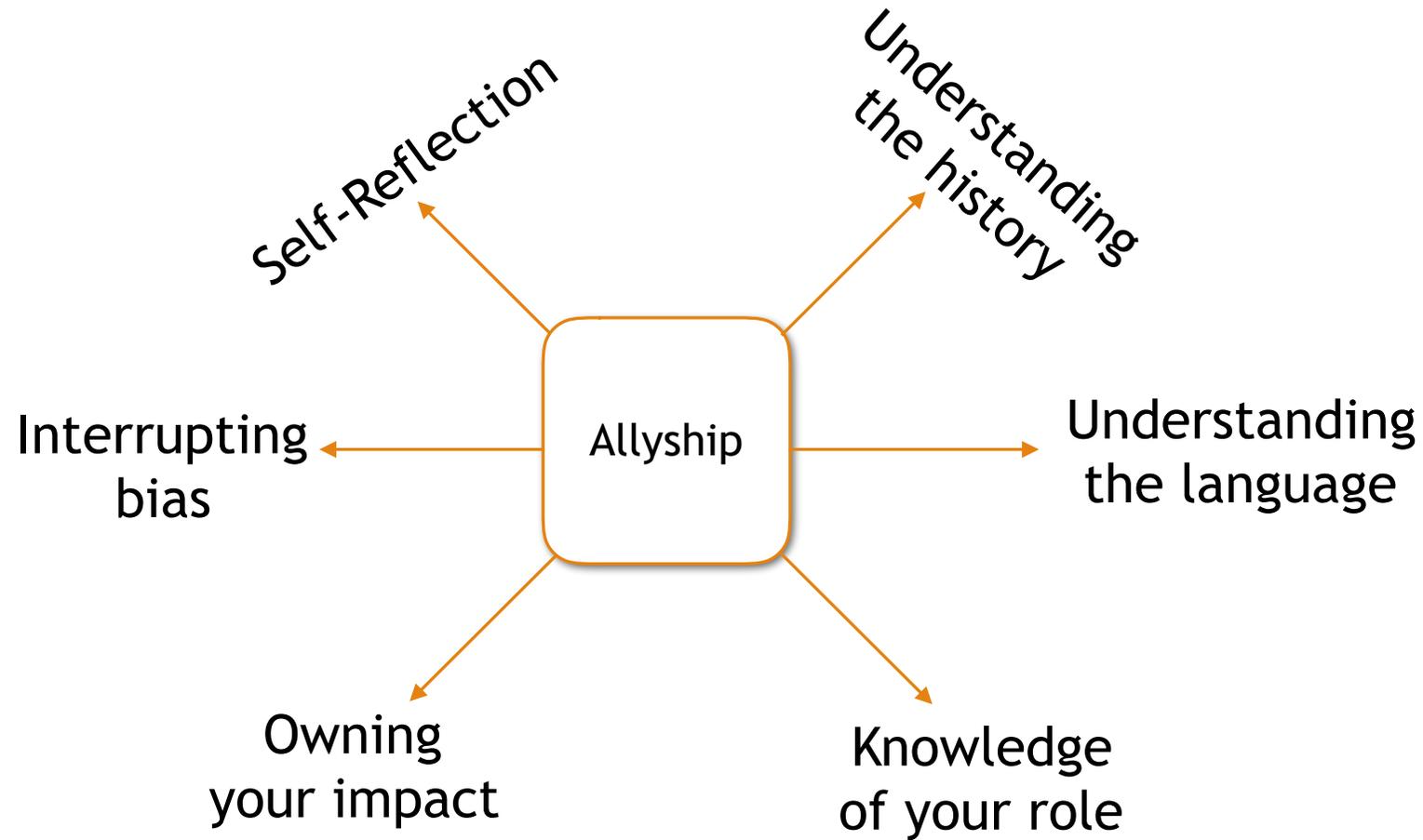
1. Recognize oppression as part of societal structures.
2. Recognize and understand the interactions among different oppressions.
3. Deal with the emotions that accompany an increased awareness of one's role in the cycle of oppression.

Model of Ally Development

4. Recognize areas where oppression touches each of us and take action toward change.
5. Examine our previous roles as oppressors.
6. Maintain hope and idealism while working for social change.

Bishop, A. *Becoming an Ally: Breaking the Cycle of Oppression in People*. (2nd ed.) Halifax, Nova Scotia: Fernwood, 2002

Ally Development



Common Terminology

PRIVILEGE

Exists when one group has something of value that is denied to others simply because of the group(s) they belong to, rather than because of anything they have done or failed to do.

POWER

The ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

OPPRESSION

Pervasive social inequality woven throughout social institutions and embedded within individual consciousness.

MERITOCRACY

The belief that it was hard work alone that enabled generations of hardworking European immigrants to become middle- and professional class.

Subordinated and Dominant Identities

| Category | Dominant | Subordinate |
|--------------------|----------------------|---------------------------|
| Gender | Men | Women, Trans folks |
| Race | White | People of color |
| Class | Middle & upper class | Poor, working class |
| Nationality | U.S. | Second, Third Worlds |
| Citizenship | U.S. Citizen | Non-U.S. Citizens |
| Sexual Orientation | Heterosexual | Queer folks |
| Religion | Christian | All other religions |
| Physical Ability | Able-bodied | Persons with disabilities |
| Age | Youth | Elderly persons |
| Language | English | All other languages |

Interrupting Bias

Interrupting Bias

- Support your peers when they're in need by asking about and listening to what they need first.
- Ask questions of the person who committed the bias.
- Explain why what they said or did was offensive.
- Don't name call.
- Remember that doing or saying nothing isn't an option

How to Tell Someone They Sound Racist



A Trip to the Grocery Store



Owning Your Impact

Owning Your Impact



Owning Your Impact

First **validate** the person who was affected by your action or comment by listening.

Recognize your impact, **not just your intent**

Be sure to **apologize** for the impact your comment or action had on the person.

Remember **the person's right** to their space to be angry.

Work to make the necessary **changes** so that this does not happen again.

Case Studies

Final Thoughts

- Saying you're an ally isn't enough to make spaces more inclusive.
- Being an ally doesn't mean you are perfect. Be kind to yourself.
- Being an ally is an on-going lifetime journey.
- Being an ally doesn't always mean being the loudest.
- Allyship is crucial to ending the cycles of oppression that exist in our society.

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