

What is Allyship?

- Allyship as a process in which "a person of privilege works in solidarity and partnership with a marginalized group of people to help take down the systems that challenge that group's basic rights, equal access, and ability to thrive in our society." Nicole Nfonoyim Hara, Rochester Racial Justice Toolkit
- **Allyship is a lifelong process** of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.
- **Allyship is a verb;** it's action.
- **Everyone has the ability to be an ally as privilege is intersectional** - white women can be actionable allies to people of color, men can be allies to women, cis people can be allies to members of the LGBTQI+ community, able-bodied people can be allies to those with different abilities, economically privileged people can be allies to those who are not and so on.
- Active allies **utilize their credibility to create a more inclusive space** where everyone can thrive, and find ways to make their privilege work for others.

Resources:

"Guide to Allyship
Amelie Lamont

"How to Be An Ally if You Are
a Person with Privilege"
Frances E. Kendall, Ph.D.

"How to Be an Ally"
From *Teaching Tolerance*

"Real vs. Performative
Allyship"
Tyler Allen

How to be an Ally

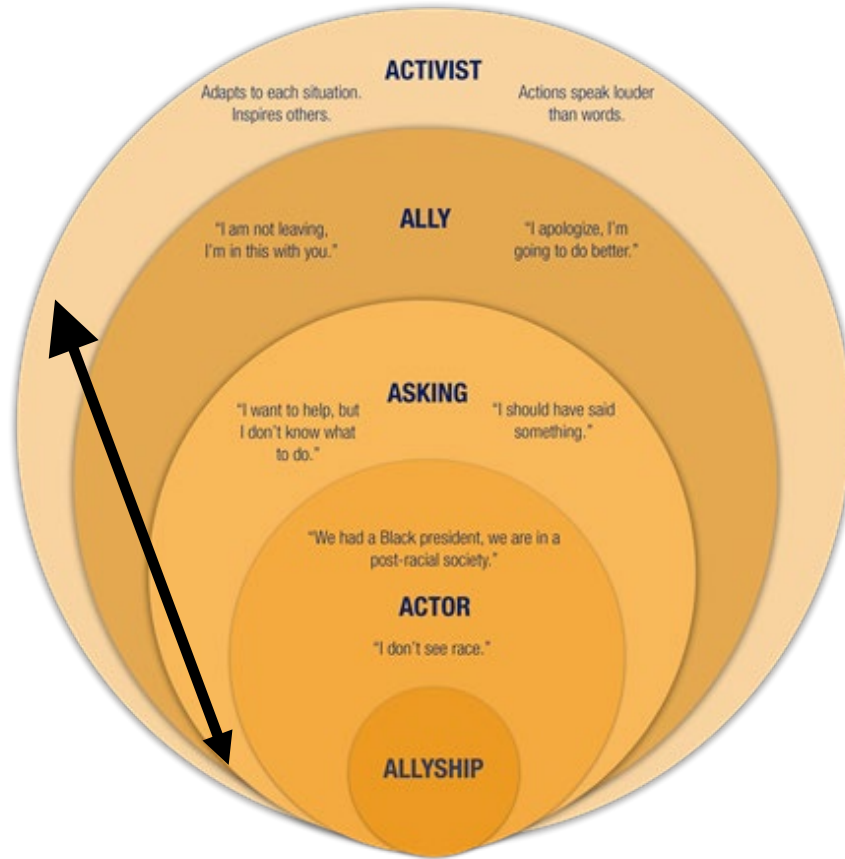
- Recognize and understand your own privilege and map out your privileges to understand where you can be the most useful as an ally.
- Educate yourself by reading books, attending online training's and webinars on the isms, identities, etc.
- Engage in critical self-reflection about your own biases (take the Harvard Implicit Associations Test).
- Do your own healing with your oppressed identities.
- Educate others by being courageous and address bias and microaggressions; Share insights and invite others to participate in training's/webinars. Listen to and amplify voices and champion marginalized groups.
- Take action and organize in partnership with communities of resilient identities; remember to center the voices and needs of those who you are in solidarity with. Start the conversation.

Adapted from GuidetoAllyship.com

*"If you have come here
to help me, you are
wasting your time. But
if you have come here
because your liberation
is bound to mine, then
let us work together."*

**Lilla Watson, artist and
activist**

Allyship Continuum



Characteristics of Ally Zones

Actor:

- Actively participating
- Denying, ignoring, minimizing
- Recognizing - NO ACTION - by-stander action

Asking:

- Bias Exploration
- Curiosity
- "Awareness Muscle"
- Internal Work and Progress

Ally:

- Action and up-stander behaviors
- Educating self
- Educating others
- Initiate support, encouraging
- Established commitment to become an ally

Activist:

- Acts publicly and privately
- Initiating
- Preventing further marginalization
- Create change for future generations