

# SJLA Learning Series July 2023 Event: Practical Steps to Understand and Advance Allyship

Thank you for joining! The webinar will begin at the top of the hour

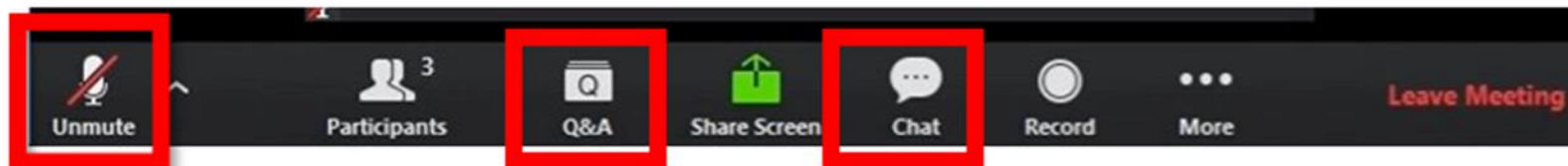


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# SJLA Learning Series July 2023 Event: Practical Steps to Understand and Advance Allyship

**Thursday, July 19, 2023, at 1pm-2:30pm EST**

# How to Ask a Question



**All functions are located at the bottom of your screen**

- Ask questions by using the Q&A function (you will not be able to unmute)
- Use the chat for discussion & interactive activities

# SJLA Community Norms

- Practice empathy: discussions around social justice and equity touch on sensitive topics that require us all to be understanding of each other's backgrounds and experiences.
- As you participate in today's webinar, please remember to stay committed to openness and learning.

## Chat Norms:

- We may have differing opinions on ideas, but **those differences should always be discussed respectfully to facilitate education and growth.**
- Insulting, bullying, inflammatory, and offensive language will result in removal from the webinar.
- If you have any questions or concerns or are experiencing issues in the group, feel free to reach out to one of the moderators privately in the chat or by emailing [SJLA@thenationalcouncil.org](mailto:SJLA@thenationalcouncil.org). We are here to help!

# Frequently Asked Questions

- **All Learning Series events are recorded and will be made available to view on demand, along with a copy of these slides, on our SJLA webpage** within 48 hours following the event's conclusion.
- **The SJLA Workbook is not required to participate in the Learning Series**, however if you are interested in purchasing a copy it is available on our SJLA website.
- The SJLA Learning Series **is not CEU accredited**.
- **There will not be a certificate of completion for attending the SJLA Learning Series.** However, if you would like proof of attendance for your employer, please email [SJLA@thenationalcouncil.org](mailto:SJLA@thenationalcouncil.org) and we would be happy to provide you with an email verification.

# Today's Presenters



**Terence Fitzgerald, PhD, MEd, MSW**  
Consultant, Trauma-Informed Services  
National Council for Mental Wellbeing



# Description

In this SJLA Learning Series event, we will explore the concept of allyship and how those seeking to advance DEIB within their workplace can improve their allyship efforts.

We will discuss and provide practical tips on how attendees can better engage in self-reflection, identify and avoid performative allyship, and create team environments rooted in humility and growth.



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## Learning Objectives

Participants will learn how to:

- Define what it means to be an ally on individual and community levels.
- Understand the difference and importance of distinguishing between intent and impact.
- Employ effective self-reflection techniques.
- Apply everyday practices that one can use to be a more effective ally.





# What is Allyship?

University of Kent defines allies as “people who try to use their influence to magnify the voices of underrepresented or [marginalized] groups and help bring their battles to the forefront of a larger discussion.”

Note: Marginalized people are defined as people or groups who identify as one or more protected characteristics.

Utilize your advantaged position to actively include and support people in less-advantaged positions.

Finally, allyship is described as “a lifelong process of people developing relationships and building empathy with [marginalized] groups to better understand their challenges, issues, and struggles.”



The National Institutes of Health argue that an ally “**unites themselves with another to promote a common interest where both benefits,**” is a definition that is vital to element of advancing the science of health disparities forward.

Again they state “[i]t is not about ‘paving the way’ for new investigators with common goals but rather to **walk the walk with them.**”

Allyship involves trusting in each other to approach difficult conversations despite our differences in lived experiences.

**Sincerity and authenticity** in wanting to work towards the common goal of reducing health disparities in Black and Brown communities are what has fed these alliances over time for the NIH.



# What is Allyship?

- In terms of communities, allies aim to improve the conditions, policies, practices, and culture for all people in a particular marginalized community.
- The aim of community allyship is to take the role of **collaborators, accomplices, and co-conspirators with marginalized communities** to fight injustice and promote equity through supportive personal relationships and public acts of sponsorship and advocacy.
- You are building “bridges to problem solve and identify solutions.”



# Steps Toward Community Allyship

1. **Education** – Don't rely on marginalized people to provide the education. What are the experiences of others? Seek available resources within your community. Learning must come before taking action.
2. **Understand your Positionality** – We must seek a deeper understanding of our identity and positionality. How do we see the world, and why? How does it shape how we move in society?

**Group: Reflect on your positionality by answering the following questions:**

What is your own positionality and awareness of your own identities (e.g., racial, gender, sexual orientation, religious, language, socioeconomic)? How does your positionality influence your perspectives, assumptions, and effectiveness as an ally? How does your positionality increase your effectiveness as an ally? How does it decrease your effectiveness?



# Steps Toward Community Allyship

3. **It is ok not to always get it right** – Being uncomfortable is a part of the journey toward allyship. It is unavoidable that something will be said that is harmful to others. Even if it was unintentional.

4. **Be wary of “saviorism”** – As a person who identifies as part of a dominant culture, **be careful not to center yourself in your work as an ally**. You are there to be supportive, not to be the hero of the story. It's also common for individuals who identify as part of dominant cultures to **paint a picture of despair for marginalized communities**. This perpetuates deficit-based narratives and does not take into account a community's strength and resilience to create culturally grounded solutions for themselves.

# Steps Toward Community Allyship

5. **Start with your circle of influence** – University of Minnesota notes that where you begin and how you can work with others depends on where they are in their journey.

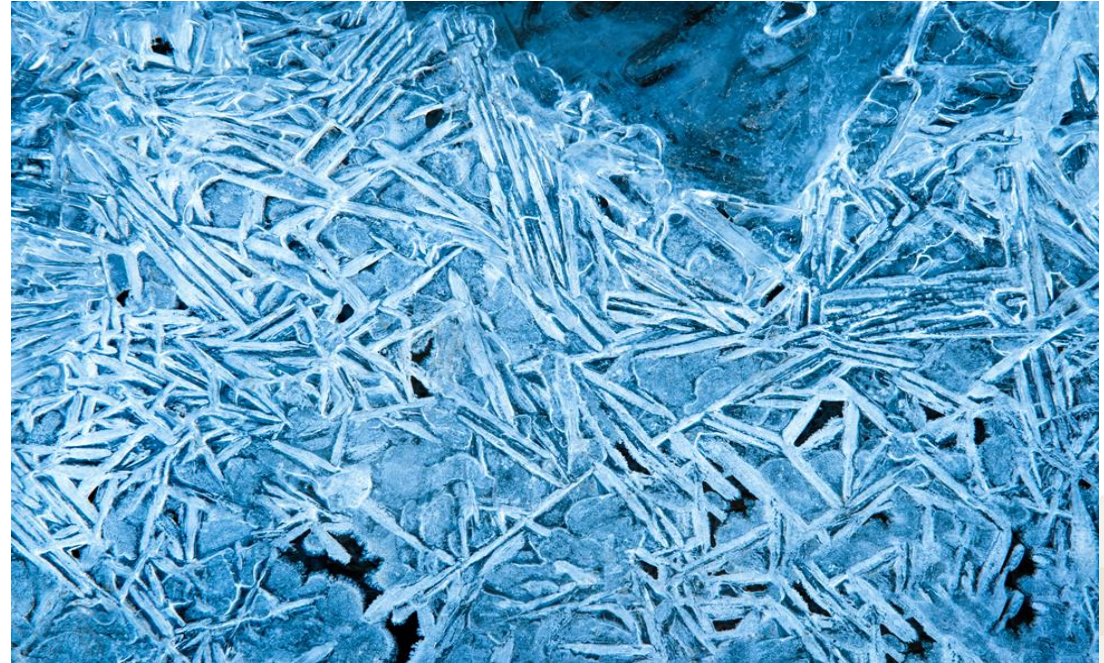
Where are others on the “ally spectrum” in terms of how they serve as an ally — “leading activist,” “active ally,” “passive ally,” “oblivious neutrals,” “passive opponents,” “active opponents,” and “leading opponents.”

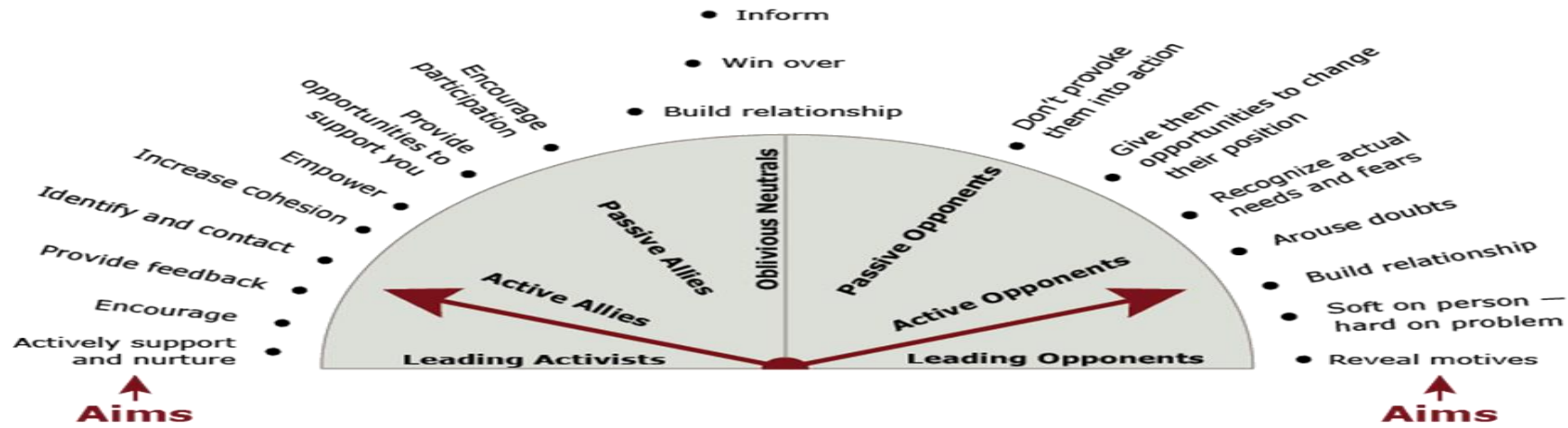
6. **Act for the right reasons**—not for recognition – Act out of caring and when no one is watching.



# Steps Toward Community Allyship

7. Everyone is on their own journey. Try to avoid freezing people in time – Remember people change. People grow. We want to avoid limiting the capacity of others to grow regarding to their ideas and stances.





**Aims for leading activists, active allies, and passive allies may be to:**

- Actively support & nurture
- Encourage
- Provide feedback
- Identify and contact
- Increase cohesion
- Empower
- Provide opportunities to support you
- Encourage participation

**Aims for oblivious neutrals may be to:**

- Inform
- Win over
- Build relationship

**Aims for passive opponents, active opponents, and leading opponents may be to:**

- Not provoke them into action
- Give them opportunities to change their position
- Recognize actual needs & fears
- Arouse doubts
- Build relationship
- Soft on person - hard on problem
- Reveal motives



# Effective Allyship vs. Performative Allyship

## What is Performative Allyship?

Xochitl Ledesma, the Director of Leading with Inclusion team at Catalyst stated that it is *“the act of outwardly appearing devoted to a cause while declining to take any major actions to support it. Performative allies share their knowledge about inequity with others, but don’t use their privilege and resources to make real change,”*

People who talk the talk, but won’t walk the walk.





“Authentic allyship is not about amplifying your own voice, but rather listening to the voices of people within that community and what they are saying. They need to be uplifted.”

G. Ball (Penn State Law)



# Video (1:50)



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# Effective Allyship vs. Performative Allyship

## A 2020 survey on allyship reported:

- More than 80% of white employees viewed themselves as allies to people of color in their workplace.
- On the other hand, 55% of Latinas and 45% of Black women felt they had strong allies at work.
- Only 19% of Latinas and 10% of Black women identified white people as their strongest allies.

Thus, there appears to be a **discrepancy between the intent of white employees in the workplace and the impact of their actions**—or inactions.



# Effective Allyship vs. Performative Allyship

## Organizational?

*Answer:* We condemn sexism publicly, but enable it to operate within our daily organizational lives. Think of organizations that release public statements about diversity during Pride Month but avoid the topic the other 11 months of the year (*Surface level acts of engagement*).

## Individual?

*Answer:* An individual who says they promote social justice for all movements or legislation until it becomes an inconvenience to themselves and their desires.



# Effective Allyship vs. Performative Allyship

## Why do people perform?

Answer: “to increase one’s social capital” —sometimes intentionally, and sometimes on a subconscious level.

But performative allyship serves the purpose of **distancing the ally from scrutiny**, whether it’s an organization that wants to turn public or internal ire away from its business practices or it’s an individual who isn’t interested in delving into their unconscious biases.”



# Intent with Impact

1. Actively seek people who you may disagree with and listen to their opinions.
2. Advocate for those marginalized in your circle, family members, etc., but step back when asked to lead.
3. Do not speak over people who belong to a certain group you're discussing.
4. Understand how privilege plays a role into the words, actions, and emotions.
5. Be willing to put in hours to learn what it means to be an ally and try to educate yourself on issues.
6. Do not make assumptions about a person's experiences based off of stereotypes or media portrayals.
7. Take advice from people in marginalized groups who advise on ways you can make an impact.
8. Relatedness is a powerful tool, but not when it is used to make you feel more comfortable or less guilty. It's only powerful when you remember that being an ally isn't about you.



# What is Allyship?

Allyship is vital and has the ability to create change at the:

- **Micro Level** (*individual*)
- **Meso Level** (*organizational*)
- **Macro Level** (*structural and institutional*)





# Seven Types of Allyship

**Sponsor** – Openly support colleagues from marginalized groups in professional contexts in the workplace. Ex: “Due to their expertise, I would like to recommend Allya for the project coordinator.” Openly point out development opportunities and offer practical support.

**Champion** – Sends out a powerful message by voluntarily deferring to colleagues from marginalized groups in meetings, events, and conferences. Suggest colleagues as panelists or recommending them to speak for you if they’re an equal good fit.

**Advocate** – Use power and influence to bring peers from marginalized groups into highly exclusive circles. They recognize and address unjust omissions, holding their peers accountable.



**Amplifier** – Taking on the role that focus on ensuring that a wide range of voices are heard. This can take many forms, but is focused in representation within communities.

**Scholar** – Seeks to learn as much as possible about challenges and prejudices faced by colleagues. Scholar never inserts their own opinions experiences or ideas, but instead simply listen and learn. They do their own research for information.

**Upstander** – Acts as the opposite bystander. Someone who sees wrongdoing and acts to combat it. They push back on offensive comments/jokes, even if no one is present to be harmed.

**Confidant** – Creates a safe space for members of the marginalized to express frustrations, fears, and needs. Work toward creating a protective layer of support.



# Overall

- Overall, allyship can be a small or large action.
- But it is not necessary to make a big, grand gesture.
- Anyone can be an ally that leverage their privilege for change.
- An ally can serve as a mentor or a voice for someone who doesn't have a voice.
- An ally can enhance the culture of inclusion by engaging with their marginalized colleagues
- They can providing support in their daily lived experiences.
- In order for marginalized people to bring their whole sleeves and be more productive to an environment, they will need to feel supported and included.

# Transformational Allyship

- It is a hybrid form of resistance that relies on activism at both the individual and institutional level to drive strategic and systemic social change.
- Jolly and Cooper (2021) argue that power in individual allyship as activism can drive institutional change. Therefore, **a combination of individual and institutional activism is needed for allyship to be transformational.**



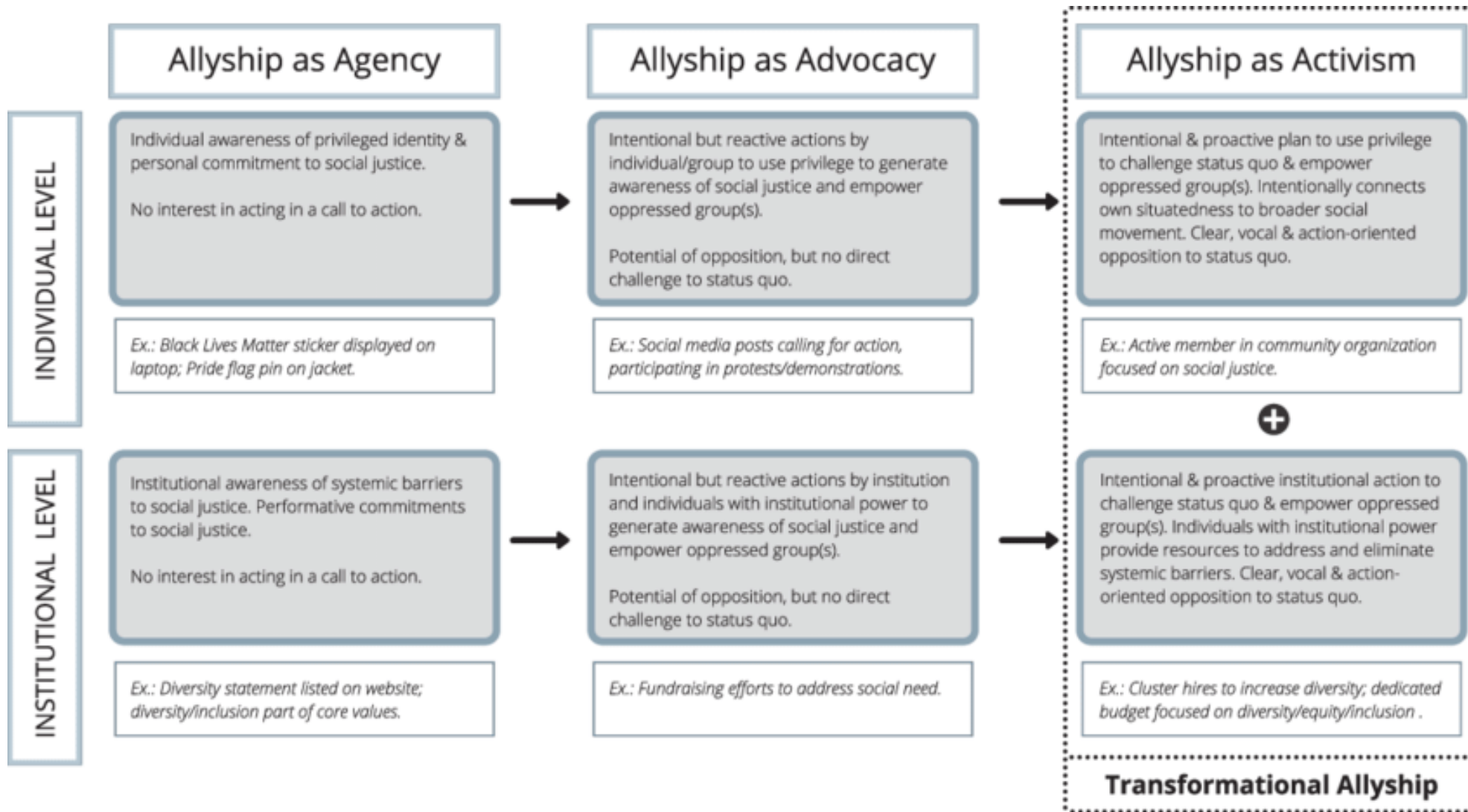
Jolly, Cooper, J. N., & Kluch, Y. (2021) argue that **transformational allyship** is allyship as activism on both individual and institutional levels.

Allyship as activism should consist of:

- intentionality to center the core targets and victims of oppression
- critical reflexivity of the relationship between ally and core activist
- the presence of a clear opposition
- a challenge or disruption to hegemonic systems
- a connection to a broader social movement.



# Transformational Allyship Model



# Cultural Humility

- I argue that Cultural Humility is the path to creating trust and understanding each individual's value and contribution.
- It is **optimal for decreasing bias, & trauma** associated with social/racial marginalization and becoming anti-racist.
- Cultural humility is a lifelong process of **self-reflection and self-critique** whereby the individual learns about another's culture and starts with examining her/his beliefs and cultural identities.
- Requires **critical consciousness** (more than just self-awareness).
- **Individuals must reflect** upon their biases, assumptions, values, biases, and values.



# Cultural Humility



Video (3.05 min)





# Continued

- Look into one's background and social environment.
- Ask, *“How had it shaped my experiences, views, fears, anger toward others, etc.?”*
- Cultural humility can not happen during an hour session or group discussion with peers.
- It's an *“ongoing process.”*



# Cultural Humility



ACTIVITY

**Cultural Humility** is another way to understand and develop a process-oriented approach to competency.

“the ability to maintain an interpersonal stance that is other-oriented (or open to the other) in relation to aspects of cultural identity that are most important to the [person]”  
Hook et al, 2013



-Tervalon & Murray-Garcia, 1998

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<https://www.cookcross.com/docs/UnconsciousBias.pdf>

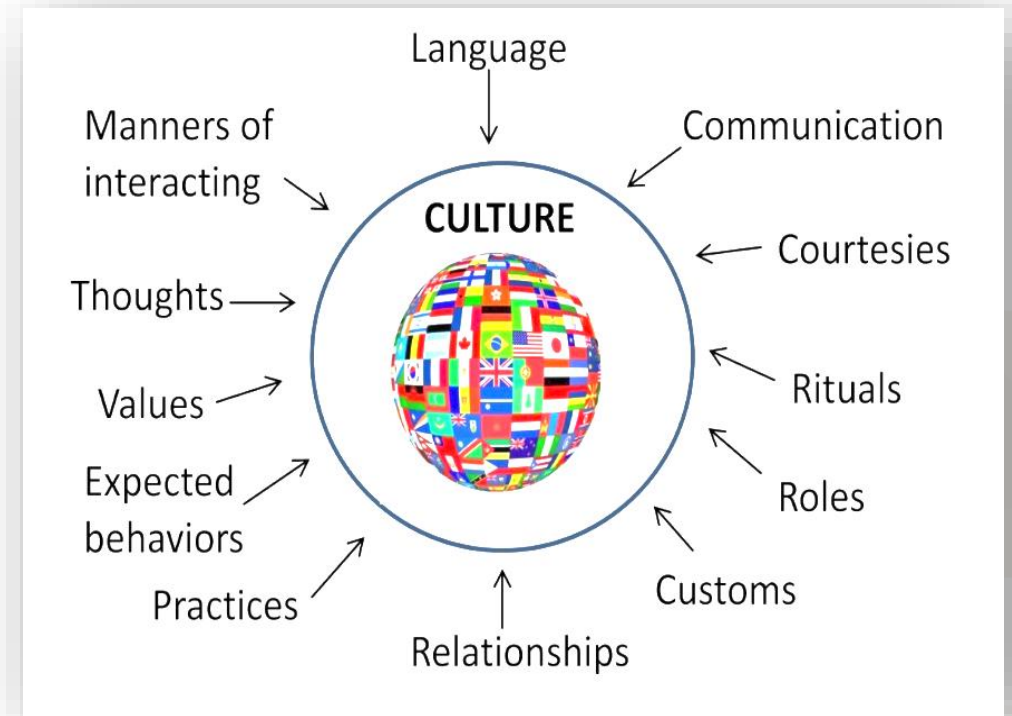


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# Cliff Notes: Cultural Humility

- It normalizes not knowing.
- It helps you identify with your co-workers.
- It helps you identify the needs of your “client.”
- Creates a culture of understanding that can spread beyond professional life.



# Nurture Self-Awareness

Become	Develop	Gain	Be
<p><b>Become aware</b> of your attitudes, biases, prejudices, and resulting stereotypes; <b>failing to do so may detrimentally</b> affect the establishment of trust with the communities you wish to engage</p>	<p>Develop the ability to see and understand the cultures of people of color as <b>sources of strength and resilience</b></p>	<p><b>Gain awareness of the racial and cultural socialization of individuals</b> in communities of the marginalized, as it may assist in finding culturally congruent ways to connect and build trust</p>	<p><b>Be mindful of similarities and differences between how health professionals view and conceptualize health and healing practices, and how communities of color view them</b></p>



# Cultural Humility

## Major Benefits:

- Processes are introduced that allow *clients and others to articulate their experiences and individualized culture*, where the social worker is responsible for simply *learning and listening to said experiences and individualized culture*.
- “One of the signature mistakes with empathy is that *we believe we can take our lenses off and look through someone else’s lenses*. This is impossible.
- What we can do, however, *“is honor people’s perspectives as truth even when they are different from ours”*



# Video (2:44)



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# Social Justice Leadership Academy Learning Series: Upcoming Events

## SAVE THE DATES

**Discussion Circle Session:** Wednesday, August 2<sup>nd</sup>, 2 – 3 p.m. ET

**Learning Series Event 2:** Wednesday, August 16<sup>th</sup>, 1 – 2 p.m. ET

**Learning Series Event 3:** Wednesday, September 20<sup>th</sup>, 12 – 1 p.m. ET

\*\*Registration information for these sessions will be sent out to all attendees via email and will additionally be posted on our SJLA Events webpage:

<https://www.thenationalcouncil.org/program/the-social-justice-leadership-academy/>





# Evaluation

Please provide your feedback on this SJLA Learning Series webinar event at the link below. Scan the QR code or type the URL into your browser.



<https://www.surveymonkey.com/r/SJLAJuly2023>



# References

BBC Creative Diversity. Seven types of allies. Retrieved from <https://www.bbc.co.uk/creativitydiversity/creative-allies/seven>

Dickenson, S. R. (2021). What is Allyship? National Institutes of Health. Retrieved from <https://www.edi.nih.gov/blog/communities/what-allyship>

Jolly, Cooper, J. N., & Kluch, Y. (2021). Allyship as activism: advancing social change in global sport through transformational allyship. *European Journal for Sport and Society*, 18(3), 229–245. <https://doi.org/10.1080/16138171.2021.1941615>

University of Kent. Effective Allyship. Retrieved from <https://www.kent.ac.uk/equality-diversity-inclusivity/effective-allyship#:~:text=There%20are%20two%20types%20of,change%20they%20want%20to%20see.>



# Resources

1. <https://extension.umn.edu/community-news-and-insights/use-allyship-support-communities-six-ways-get-started>
2. <https://diversity.gwu.edu/resources-allyship>
3. <https://hbr.org/2020/11/be-a-better-ally>
4. <https://ucsd.libguides.com/antiracism/allyship>
5. <https://guides.tricolib.brynmawr.edu/allyship>
6. <https://www.ems.psu.edu/diversity/active-ally-resources>
7. <https://www.dismantlecollective.org/resources/>
8. <https://www.amnesty.org.au/allyship-resources/>



# Thank you!

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## Consultants

National Council for Mental Wellbeing