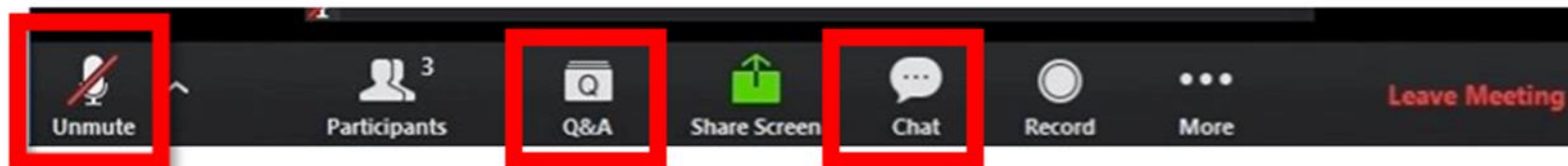


# SJLA Learning Series August 2023 Event: Putting Allyship into Practice

August 16<sup>th</sup>, 2023 1 – 2:30 p.m. ET

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

# 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



**Ami Roeschlein DSW, MFT**  
Consultant  
National Council for Mental Wellbeing



**Mari Aceves, ED. D, DSW, BCBA**  
Consultant  
National Council for Mental Wellbeing

# Description

In this SJLA Learning Series event, we will explore the explore how to employ effective communication techniques as it relates to advocating for equity when collaborating with colleagues who may be turned off by the term 'social justice.'

Our speakers will walk participants through how to appropriately manage conflict and increase accountability as it relates to workplace culture.



# Learning Objectives

Participants will learn how to:

1. Increase participants' confidence when engaging in conversations related to social justice in the workplace.
2. Develop a working knowledge of positionality, biases, and beliefs that may influence the way in which colleagues view social justice issues.
3. Recognize how to contribute to the development of an effective team with an emphasis on trust, accountability, and productive conflict.



# 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.”

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.”





# 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.
- You are building “bridges to problem solve and identify solutions.”



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# Seven Types of Allyship

- **Sponsor**- Openly supports
- **Champion**-Voluntarily deferring
- **Advocate**- Uses power & influence
- **Amplifier**- Ensuring range of voices is heard
- **Scholar**- Listens & learns
- **Upstander**- Opposite bystander
- **Confidant**- Creates safe spaces



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# What is Allyship?

Allyship is vital and can create change at the:

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



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# Positionality

Contexts that make up the lens through which you view the world.

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“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)

# Self-Declarative Allies Actionable Allies

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## DEI/DEE in the workplace

DEI that should DIE	DEI done intentionally
Having a “diversity” day at your organization	Thoughtfully creating, organizing, supporting, and providing space for employee resource groups or affinity spaces
Hiring a consultant to do an annual professional development on diversity and inclusion	Evaluating your company policies and practices for inequity and promptly finding solutions to fix those inequities
Posting performative DEI commitments/ statements <i>after</i> a situation and/or posting performative DEI commitments that don’t align with organizational actions	Creating clear decision making processes with space for feedback and accountability
Only engaging in DEI “initiatives” during specific times of the year (e.g. Black History Month, Pride, Hispanic Heritage, Women’s Month”	Proactively investing money into BIPOC-led organizations, communities, and initiatives that support marginalized people
Not having any BIPOC, QTPOC, WOC staff represented in leadership/c-suite	Paying people a living wage



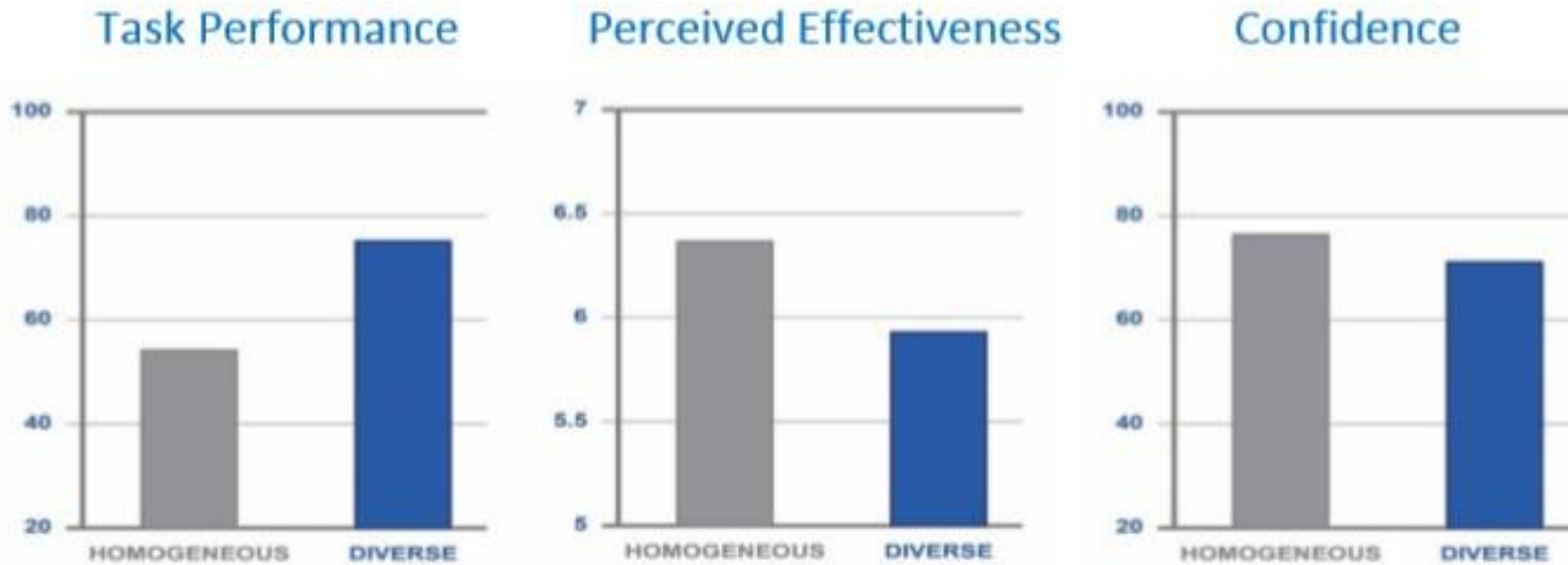


## Settling your body- Somatic Abolitionism





# Diverse Teams Do Better!



# Intent with impact in the workplace



Actively seek people who you may disagree with and listen to their opinions.



Advocate for those marginalized in your circle, but step back when asked to lead.



Do not speak over people who belong to a certain group you're discussing.



Understand how privilege plays a role into the words, actions, and emotions.



Be willing to put in hours to learn what it means to be an ally and try to educate yourself on issues.



Do not make assumptions about a person's experiences based off of stereotypes or media portrayals.



Take advice from people in marginalized groups who advise on ways you can make an impact.



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.



# 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 provide 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.





# Social Justice Leadership Academy Learning Series: Upcoming Events

## SAVE THE DATE

**Increasing Access to Behavioral Health Services for Underrepresented Communities:** Wednesday, September 20<sup>th</sup>, 12 – 1 p.m. ET

**Supporting LGBTQ+ Communities:** Wednesday, October 18th, 2023, 1 - 2 p.m. ET

**Center for Workforce Solutions: Reimagining Our Approach to the Workforce Crisis:** Wednesday, November 15th, 2023, 12 - 1 p.m. ET

**Community Connections: Working with Justice Involved Individuals:** Wednesday, December 20th, 2023, 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/SJLA2023Session2>



# 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/>

