

# Advancing Allyship

## ZOOM EXPECTATIONS

- MUTE BUTTON
- USE CHAT AND Q&A TIME
- SLIDES EMAILED AS A PDF
- TECH ISSUES HELP

GRAB A PEN & NOTEBOOK  
MAKE YOURSELF COMFY!

**COURTNEY@  
SUBURBIARISING.COM**

**SHE/HER/WE**

# Advancing Allyship

## SOCIAL EXPECTATIONS

- BRAVE, KIND, OPEN
- MINDFUL OF SELF, OTHERS, & OUR SHARED SPACE TOGETHER
- FOCUS ON GROWTH—BEGINNERS WELCOMED!

CHOOSE YOUR  
OWN  
EXPERIENCE

**COURTNEY@  
SUBURBIARISING.COM**

**SHE/HER**

# SHARED DEFINITIONS & UNDERSTANDINGS

## Isolating Race:

If we don't intentionally and explicitly talk about race, we don't talk about race *at all*.

When we focus on race, we can improve conditions for other marginalized groups, too.

But, the inverse is not true.

- Singleton, Courageous Conversations, 2005

## Land Acknowledgement:

**I live & work on the ancestral homelands of the Coast Salish people, who have stewarded this land since time immemorial. I respect their sovereignty, their right to self-determination, and honor the spiritual connection between land and water.**

**Please visit [NATIVE-LAND.CA](http://NATIVE-LAND.CA) to learn more about the land you are on.**

# Roadmap

- What is Allyship and Why is it Important?
- What are the Foundations of Allyship?
- What does Allyship look like when done well or when done harmfully?
- How do we navigate “personal pitfalls”?
- How do we integrate this knowledge and new growth?

# What is Allyship?

*Allyship is a lifelong process of building supportive, consistent, trust-based relationships with marginalized groups or people whose identities differ from your own.*

## Reflection Questions:

What is new or surprising with this definition?

What is useful in this definition?

What is not allyship?/What is excluded?

# Why is Allyship Important?

- *Strength in numbers*
- *Diverse coalitions make for diverse strategies*
- *Communities are more resilient and robust*

- *Variety is the spice of life*
- *Personal growth, curiosity and love for other people*
- *Moral & ethical high ground*

**Why does allyship matter most to me and my community?**

# Definition & Purpose Debrief

*Critically engaging helps us understand better, and therefore DO better.*

*Defining your "why":*

- *Stamina (long-term)*
- *Resolve (pushback)*
- *Clarity (goal)*
- *Communication*

**"Allies, Accomplices, & Co-conspirators"**

**Dr. Bettina Love video: <https://bit.ly/3jAaogm>**

# The Foundations of Allyship

**Education**

**Empathy**

**Accountability**

**Action**

# Education

## Well-Educated

- ◆ *Knows “What I know and what I don’t know”*
- ◆ *Can identify leaders and teachers in the community*
- ◆ *Understands community’s existing efforts*
- ◆ *Understands historical context, structures and systems*
- ◆

## Un-Educated

- ◆ *Sees symptoms as root causes*
- ◆ *Relies on 3rd-party info*
- ◆ *Helps in potentially dangerous or harmful ways*
- ◆ *Offers “band-aids” at best*
- ◆

# Empathy

## Empathetic

- ◆ *Sees the self in the other; recognizes humanity*
- ◆ *Celebrates difference*
- ◆ *Develops curiosity and genuine interest about others*
- ◆

## Not Enough Empathy

- ◆ *Arms-length allies*
- ◆ *Strings-attached assistance*
- ◆

## Too Much Empathy

- ◆ *Appropriation & ownership*
- ◆ *Paralysis, trauma-response*
- ◆

# Accountability

## Accountable

- ◆ *Consistent and dependable*
- ◆ *Understands long-term nature of advocacy work*
- ◆ *Continues to grow and self-educate*
- ◆ *Appreciates correction and the opportunity to grow*
- ◆

## Not Accountable

- ◆ *Quick-fix energy and efforts*
- ◆ *Helping how I want to help, in a way that is low-risk and easy for me*
- ◆ *Showing up for the camera*
- ◆ *No follow-up/No metrics for success*
- ◆ *Savior vs. Sidekick*
- ◆

# Action

## Active

- ◆ *Vocally and publicly supportive at a minimum*
- ◆ *Giving of time, talent and/or treasure, as needed and able*
  - ◆ *Flexible, wide range*
- ◆ *Guided by accountability partners/community leaders*
- ◆ *Commits to ongoing growth*
- ◆

## Inactive

- ◆ *Confuses education, ideology and theory with action*
  - ◆ *(“Well Read Racist” Syndrome)*
- ◆ *Gets overwhelmed/indecisive*
- ◆ *Plans on starting “tomorrow”*
- ◆
- ◆ *Psychological paralysis: fear, guilt, shame (more on this)*

# Foundations Reflection Questions

(Quick Feelings Check-in)

Education

Empathy

Accountability

Action

**Which is my strength?**

**Which am I going to work on? And HOW?**

**Where is my organization doing well?**

**Where can my organization do better? And HOW?**

# Foundations Debrief

**Share your "And HOW?"  
Ideas and Plans in the chat**

**Next, let's get into our feelings,  
and "personal pitfalls"...**

# **“Personal Pitfalls” = Barriers to Effective Allyship**

- **Really, *none* of this is personal or individual!**
- **Discomfort of Growing Edge → Shame & Fear**
- **Misunderstanding Privilege**
- **Right to Comfort, Fear of Conflict**
  - **White Supremacy Culture Characteristics  
(Jones and Okun, Dismantling Racism, 2001)**

# Understanding Privilege

*Privilege is a set of unearned, social, structural and/or systemic benefits, including access to power and resources.*

*Privilege is intersectional, multi-faceted and situational.*

*Privilege is misunderstood as luxury/ease, and as personal not group-based/communal.*

*We dismantle systems of oppression by using our privileges for others' good.*

*Privilege is where a door opens more easily for you...*

*How can you hold it open for others?*

*Privilege is where your blind spots are likely to be...*

*How can you be mindful of what you are likely to miss?*

**“What is White Privilege, Really?”  
Teaching Tolerance, Issue 60, Fall 2018  
[bit.ly/2NU2DED](https://www.teachingtolerance.org/white-privilege-really/)**

# Overcoming Shame

“Do the best you can until you know better.  
Then when you know better, do better.” —Maya Angelou

Advancing (personal &/or organizational) allyship  
requires growth *and* will broaden our perspective  
and impact.

Shame limits us to Our Pasts or just Our Selves.

Learn, and re-center, and do better.

**Be in the Arena,  
Daring Greatly**

**Compare the  
Outcomes**

**Give Yourself  
Grace &  
Room to Grow**

# Moving Beyond Fear: Or, *When You Make Mistakes...*

Allyship is the right, worthwhile thing to do. It isn't the easy thing, or the thing you already know how to do well, or even the most comfortable, welcoming path to choose. But, we all make mistakes, so let's plan for the inevitable instead of fearing it, so we can be better allies.

## 4 Part Apology

1. I'm sorry for the hurt I caused.
2. I won't do it again.
3. Here's how I can make it better now.
4. Thank you for the opportunity.

Personal Reflection,  
Check-in with an  
Accountability Partner

Re-Commit with Clarity

Thank you for Joining Me

# Advancing Allyship

From Education and Empathy to  
Accountability and Action



**COURTNEY@**  
**SUBURBIARISING.COM**



