

Becoming an Active Ally

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What is Allyship?

Ally

When 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.

Allyship is an active and consistent practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered.

Other terms

Optical Allyship

- This is allyship that only serves at the surface level to platform the “ally”, it makes a statement but doesn’t go beneath the surface and is not aimed at breaking away from the systems of power that oppress.

Performative Allyship

- Allyship that is carried out to increase one's social capital instead of true devotion to the cause.
 - Example: showing public support for the cause on social media, merely to signal one's own virtuous moral compass or otherwise, without taking the effort to enact real action offline or in private.

How to Become a Better Ally?

- Start with an examination of self
 - Develop an understanding of your power, privilege, and access
 - Social Identity or Social Statuses
- List as many of your own social identities as you can.
- Which of the identities most central to how you see yourself?
- Reflect on how your various social identities have impacted you.

How to Become a Better Ally?

- Commit to deep education
 - Start by educating yourself before reaching out or leaning on others to teach you.
 - Consider how do you like to learn?

BIPOC Lived Experience and the need for Allyship

When did you first learn to identify race/ethnicity??

Racial categorizations

Race vs Ethnicity

Stereotype, Prejudice and Discrimination

- “a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race”

- “the systemic oppression of a racial group to the social, economic, and political advantage of another

-Merriam-Webster

Types of racism (cont)

Subtle/covert forms of racism vs. overt/old fashioned

- **Microaggressions:** subtle, automatic exchanges, behaviors, processes in which Blacks and other minorities are stereotyped by others
 - *E.x. “You don’t sound Black”*
- **Symbolic Racism:** racial discrimination is not a problem, Blacks need to work harder
 - Expression of power and privilege= definition of racism
- **Aversive racism:** “I don’t see color”, do not discriminate openly; when justifiable
 - *E.x. Job applications*

Racial Trauma

<https://www.youtube.com/watch?v=glyp8AZV1vs>

Coping with Racism

- Individuals who have to cope with racism are dealing with the following:
 - Cope with Interpersonal conflict, blocked opportunities, and social exclusion
 - Manage emotional consequences, painful feelings of anger, nervousness, sadness, and hopelessness, and their physiological correlates
 - Manage concerns about short- and long-term effects of racism on other members of their groups (family, friends, etc.)
 - Manage the indirect effects of racism: poverty, environmental toxin exposure, changes in family structure
 - Manage the damage to self-concept and social identity??

**Effectiveness of coping response dependent on context of maltreatment

Who are my people? Why would my people treat me this way?

Intersectionality

Colorism

Allyship in the BIPOC Community....

Lunch Break

Reflect on situations where allyship is needed

The LGBTQIA2S+ Lived Experience: Why Allyship is needed

Defining our terms

- Sex
- Gender Identity
- Sexual Orientation
- Gender Expression

Trans 101

Transgender individuals...

- Can transition at any age*
- May or may not change their name/pronouns
- May or may not use hormones or surgery

What to do when you meet transgender individuals...

- Ask what their name is & use that name
- Share your own pronouns and ask about their pronouns
- Avoid invasive unnecessary questions

Terms

- Lesbian
- Gay
- Bisexual
- Transgender
- Queer/Questioning
- Intersex
- Agender/Aromantic/Asexual/Ally

- Cisgender
- Pansexual
- Non-binary

Activity

- Find a partner!
- Take turns telling each other what you are doing this weekend.
- You cannot use names or pronouns that share the gender of who you are talking about.

The art of science of apologizing

- We are human and will make mistakes.
- Apology
 - Sincere and authentic
 - Affirm gender or pronoun
 - Concise apology
 - Move on

Individual Level Interventions

1. Change your LANGUAGE

- Say, "... your partner, they..."
- Mirror the language people use for themselves, their partners
- What's your name?

2. SHOW your openness

- Wear a rainbow pin or an LGBTQ sticker
- Identify your pronouns
- Assure confidentiality to make coming out safe
- Have LGBTQ publications in your office

3. LEARN more

- Read more about the LGBTQ community
- Learn about LGBTQ families
- Form an LGBTQ study group in your department