

ALLYSHIP

WHAT TO LOOK FOR & HOW TO HELP

Allyship

What is Allyship?

- The active and conscious practice of acting in solidarity with marginalized people
- promoting change to bring equity and fairness to each situation — fostering inclusion



Practice Intentional Actions

- transferring the benefits of privilege to those who lack it
- showing commitment to ending systemic oppression by...
 - listening more;
 - speaking less
 - make time to self-educate
 - build one's own capacity to receive criticism
- be courageous to speak up
- apologize when a mistake is made (it will happen)
- take responsibility for own limitations and privilege



What Allyship Looks Like

- fairly attributing credit when repeating what was said (amplifying the other's voice)
- calling out inappropriate language
- speak up when the distribution of workload does not reflect each person's abilities
- do your own research to find out why the other was hurt if you don't understand the answer when you ask



Being an Ally

Frames of Thought for Allies

- we act out of a genuine interest in challenging larger oppressive power structures
- we are here to support and make use of our privilege for the people we seek to work with
- we turn the spotlight we are given away from ourselves and towards the voices of those who are continuously marginalized, silenced, and ignored; we give credit where credit is due
- we use opportunities to engage people with whom we share identity and privilege in conversations about oppression experienced by those we seek to work with



Allyship or Advocacy or Activism?

Advocacy

- supporting or promoting the interests of a cause or group
- acknowledging one's privilege and using it to make change
- taking action for marginalized groups and individuals by
 - engaging in controversial situations on behalf of the oppressed
 - educating others about oppression and marginalization



Activism

- take direct action towards political and social change
 - participate in public protests
 - lobby politicians for policy changes



* see infographic titled "Belonging" for more on fostering inclusion

Recommendations to add to the List? Let us know at the address below

For more information: the Indigenous Ally Toolkit (2019) at <https://bit.ly/Ally-Toolkit> is an excellent thorough resource for knowledge, reflection and discussion; the Guide to Allyship on the Anti-Oppression Network <https://theantiofferoppressionnetwork.com/allyship/> is a good starting point, providing manageable and thought-provoking bits of information; the post <https://bit.ly/Ally-Advocate-Action> presents clear definitions of terms and the BCIT post <https://bit.ly/Ally-Action-Check> gives a practical guide for those with privilege. This infographic was developed by Dr. Katherine Taras-Lokhorst, Ph.D., FRC, FGC (Hon). Those wishing to use this document are welcome to do so at no charge. If you pull content from this document, please acknowledge the author and use the same Creative Commons Attribution. All images developed using the tools of FlatIcon.com.

