



ASBA Equity Webinar Series: What is an Ally? February 19, 2020



Our Presenters:

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If you have come to
help me you are
wasting your time.

“ But if you have come ”
because your
liberation is bound
up with mine, then
let us work together.

Aboriginal Rights Activists Group
Queensland, Australia circa 1970s



Defining ALLY:



(*noun*) a person who associates or cooperates with another; supporter.



(*verb*) to associate or connect by some mutual relationship, as resemblance or friendship – OR – to enter into an alliance; join; unite

Through an equity and social justice lens:



Continued demonstration of commitment to justice by using one's privilege and to advocate on behalf of, stand alongside and elevate the voices of others who do not hold that same privilege

Distinguishing Allyship

Allyship is not ...

- About getting accolades, praise, or "good optics"
- A self-proclaimed title or identity i.e. + ~~am an Ally!~~
- (only) caring for someone of a particular marginalized identity(s)
- Anchored to past actions, e.g. that time in college when you participated in a protest/rally/etc

Allyship is ...

- About striving to stand in solidarity with those facing injustice
- A status someone may give you once commitment is demonstrated
- (but also) getting actively involved to eliminate systems that perpetuate injustice against them.
- Embedded in what you are doing today, tomorrow and throughout your lifelong journey.

Allyship DONT's

Expect

those you are allied with to be your educators – It's not their responsibility

Lament

your own experiences of oppression.
It matters,
But not here,
not now

Assume

every member of a marginalized group feels the oppression expressed by others

Behave

as if you know best.

(remember, you've been socialized in oppressive systems... there are other ways of being)

Take credit

for the work and labor of marginalized folks who have been doing this work prior to your involvement

Allyship DO's

**Amplify the
voices**

of those without
your privilege
(online and IRL)

Listen

... listen harder
if at first you
disagree or don't
understand.

Examine

and gain
awareness of your
implicit biases...
and work to
“de-program”

**Your
homework**
to acknowledge
your privilege and
your participation
w/in oppressive
systems

Work to change

the oppressive
systems that perpetuate
injustice.

Know where your
privilege can be
most effective to
that end

ALLY CONTINUUM

ACCOMPLICE

UNAWARE

NO UNDERSTANDING
OF THE ISSUES

AWARE

KNOWS BASIC
CONCEPTS, NOT
ACTIVE ON BEHALF
OF SELF OR OTHERS

ACTIVE

WELL-INFORMED,
SHARING AND SEEKING
DIVERSITY WHEN
ASKED/PROMPTED

ADVOCATE

COMMITTED, ROUTINELY
AND PROACTIVELY
CHAMPIONING
INCLUSION

Thinking of your district community:

- Is there an urgent concern or issue where you recognize you would like to step up your allyship?
- Can you think of an issue or cause you are passionate about? Where are you on the continuum?



Take the first step
in FAITH. You
don't have to see
the whole
staircase.

JUST TAKE THE
FIRST STEP.

Dr. Martin Luther King, Jr.



Let's Discuss

Wanting more....

ASBA Equity Event: March 5-6, 2020:

- Self-identify where you land on the “Ally Contium” for a range of differences.
- Explore common ally “traps and potholes” that undermine your best intentions.
- Learn inclusive strategies to apply immediately to your work and impact.
- Use “Ally and Accomplice checklists” to devise your customized action plan.



Referenced Sources

<https://info.umkc.edu/diversity>

Ally is not a Noun – Dr. Maliki King

<http://www.guidetoallyship.com/>

A project created by [@amelielamont](#)

<https://jenniferbrownspeaks.com/>

From Unaware to Accomplice:

The Ally Continuum - Jennifer Brown

<https://everydayfeminism.com>

So You Call Yourself an Ally: 10 Things All

'Allies' Need to Know - Jaime Utt



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Stay Connected.....

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