

# *ALLYSHIP*



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**VU EMIT**

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# WHAT IS ALLYSHIP? (ALLY, ALLIES, ETC.)

- Brainstorm with mind map

**ACTIVISM**

Three A's

of Allyship:

**ART**

**ACADEMIA**



# GOOD ALLYSHIP AT ITS CORE

- Looking out for each other



openclipart.org,

Gordon Dylan Johnson

@GDJ

## HOW?

- Materially
- Physically
- Emotionally
- Spiritually/religiously (or through shared philosophy)

“Being an ally means being able to recognise this. To me, an ally is a person who advocates and works alongside the Black community, who uplifts communities for a shared common goal driven solely by the cause – not so that they can look good.

It is a person who wants to learn how to recognise what everyday racism looks like – from pay inequity to social persecution – and address it. A person who learns to hold the tension between being asked to speak up while, at the same time, also being asked not to speak up on behalf of Black folk and people of colour and just listen. To hold the fear of saying the wrong thing, while having a strong desire to say and do something.

It is a person who learns to actively listen – to respond rather than react – and take considered and thoughtful actions and welcome feedback on inherent racism without spiralling out of control.

It is a person who accepts that there is no certificate or completion date. To accept they will get it wrong and do it anyway. But it is mostly a person who accepts that there is no magic formula, or a one-size-fits-all approach to this work. The only way to be truly anti-racist is go on a journey to unlearn your own inherent racism, because it is on that journey that you will find your unique path to becoming actively anti-racist.”

-- Nova Reid (2021)

“No more white saviours, thanks: how to be a true anti-racist ally”



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[openclipart.org,](https://openclipart.org)

Hakan BAYIK

@hatarlar205

# 20<sup>TH</sup> CENTURY ANTI-OPPRESSION MODELS

-Traditional Power Analysis

(race and/or labor)

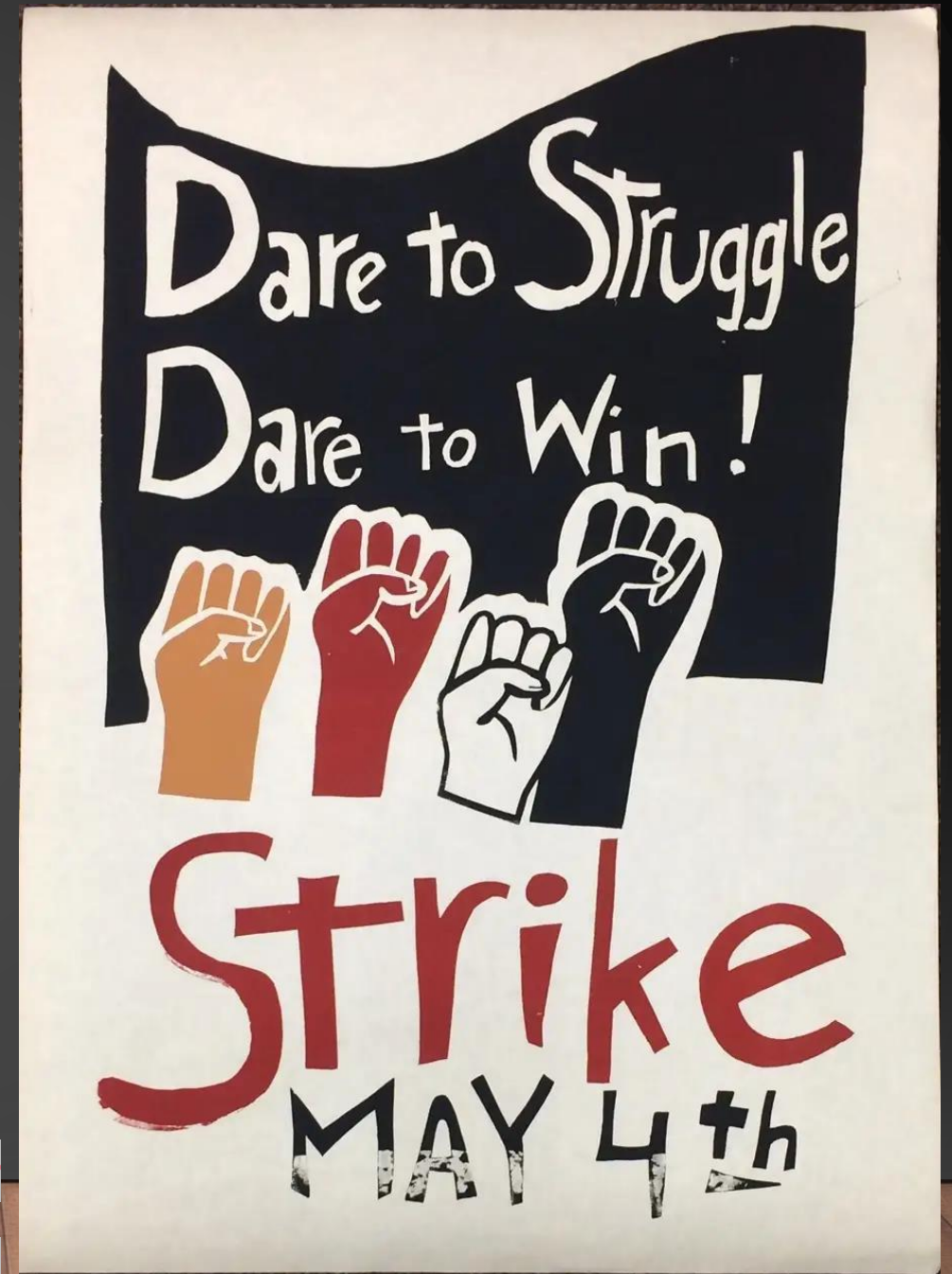
-Liberationist

(decolonial and/or identity politics)

-Intersectional

(overlapping and discrete webs of privileges, oppressions, and positionalities)

1970 Student Strike Poster



Dare to struggle / Dare to win! Poster (via Bolerium Boxoks)

# GENDER & SEXUAL IDENTITIES

Pronoun

Identity

Expression

Behavior

Identity

Orientation

Designs by Valentino Vecchietti, Daniel Quasar,

Gilbert Baker -- from Getty / The Atlantic





**GLSEN**

**InterACT**  
Advocates for Intersex Youth

**GENDER  
TRIANGLE**



**ATTRIBUTION**

HOW YOU ARE PERCEIVED BY OTHERS



**BODY**

HOW YOUR BODY EXISTS & CHANGES



**GENDER IDENTITY**

HOW YOU SEE YOURSELF ON THE INSIDE



**EXPRESSION**

HOW YOU PRESENT YOURSELF



1) CONFLICT

-- CONNECTION

2) LISTENING

-- ACTIVE, NONJUDGMENT

3) SELF-REFLECTION

-- EDUCATE, COMPENSATE

4) CONVERSATION

-- BEYOND TOKENISM

5) SOLIDARITY

-- MOVEMENT BUILDING

6) ALLYSHIP

-- SUPPORT, REEVALUATE

1) REFLECTIVE LISTENING

2) I STATEMENTS

3) P.A.R.S.E.

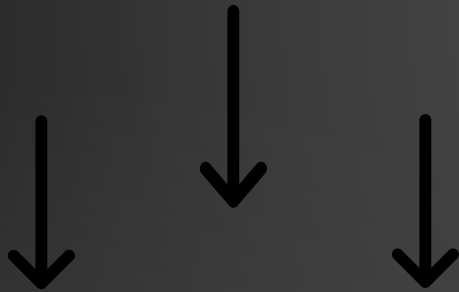
-- PAUSE

-- AFFIRM

-- RESPOND

-- SHARE

-- ESTABLISH AN OPEN DOOR



**COMMUNICATION  
STRATEGIES**

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openclipart.org,

Nicholas Alexander Judy

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# CAREER FIELD SCENARIOS

- Split into groups!

## FOUR PROMPTS

- Interpersonal
- Structural
- National
- Global



## INTERPERSONAL CAREER FIELD SCENARIO

1) Your colleague has been persistently misgendered by two professors. He is contemplating taking a leave of absence.

What do you do?

## STRUCTURAL CAREER FIELD SCENARIO

2) Someone in your cohort keeps getting denied for grants and fellowships that others in the program receive regularly. She suspects this is due to her political activism, ethnicity, and working-class reality.

**What do you do?**

## NATIONAL CAREER FIELD SCENARIO

3) You're defending your dissertation next week. A nationwide university strike to apply pressure to cancel student debt is happening that same day. None of your dissertation advisors can reschedule.

What do you do?

## GLOBAL CAREER FIELD SCENARIO

4) Your funded research requires the use of the proposed construction of the Thirty Meter Telescope on top of Mauna Kea in Hawai'i. Kānaka Maoli (Indigenous people native to Hawai'i) and activists in solidarity oppose its construction. Some Kānaka Maoli scientists support its construction to join the other existing thirteen telescopes.

**What do you do?**



# RESOURCES

## BOOKS

- *The Body Is Not an Apology: The Power of Radical Self-Love* by Sonya Renee Taylor
- *The Goody Ally* by Nova Reid
- *Trans Bodies, Trans Selves: A Resource by and for Transgender Communities* (Eed. By Laura Eickson-Schroth)
- *An Indigenous People's History of the United States* by Roxanne Dunbar-Ortiz
- *The Future Is Disabled: Prophecies, Love Notes and Mourning Songs* and *Care Work: Dreaming Disability Justice*

## VU SPECIFIC

- Equity, Diversity and Inclusion (EDI)
- The K.C. Potter Center and Office of LGBTQI Life
- Bishop Joseph Johnson Black Cultural Center
- **\*\*\*Various student organizations\*\*\***

## WORKS CITED

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<https://www.theguardian.com/world/2021/sep/19/no-more-white-saviours-thanks-how-to-be-a-true-anti-racist-ally>
- “This Pride Flag is Designed For Intersex Inclusion.” Shar Jossell. *Them*. June 8, 2021. <https://www.them.us/story/progress-pride-flag-intersex-inclusive-makeover>