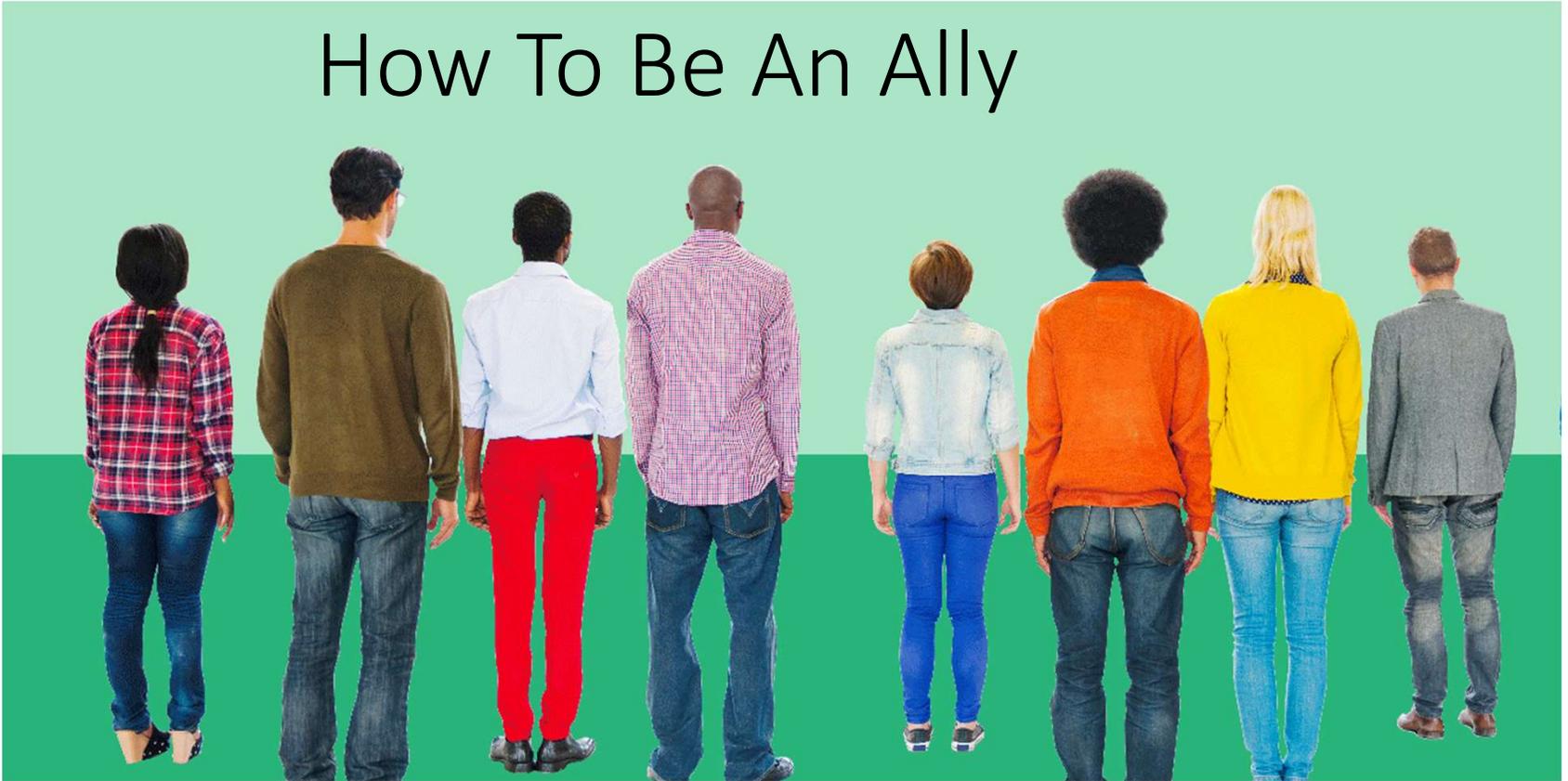
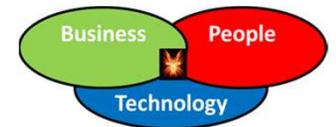


How To Be An Ally



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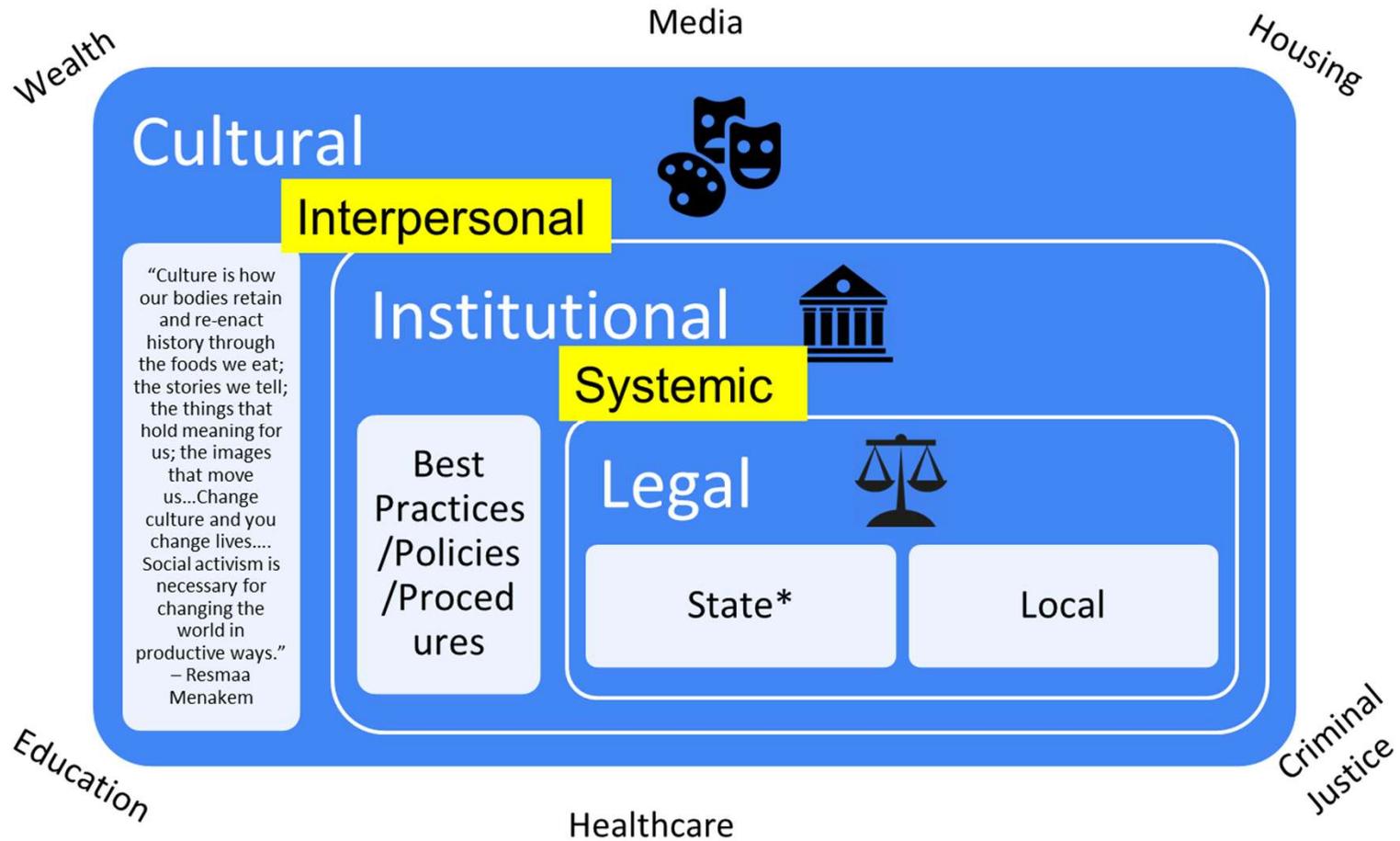
YOUR QUESTION/SITUATION

- What are the differences between being an ally, and a friend?
- How do we correct misinformation or fight harmful stereotypes (without making them stronger ourselves)
- How to be an ally on campus using the power and privilege I have - Ally vs. accomplice – how to be an Active ally
- How to be an ally in ways that are helpful to and meaningful to the person or community which is in need – just just be a White Knight
- Who needs an ally in Goffstown? How does the public know who is under threat.
- How to you become an ally online

EXAMPLES

- A gay couple being verbally harassed
- Female graduate student being treated as less than her male colleagues
- Someone using racial slurs about someone in the group in person
- Someone not wanting to interact with another person because they are wearing a hijab or being from somewhere else (social shunning)
- Shoppers treated unfairly in a store
- Laws discriminating against a group/ideology

WHERE ALLYSHIP IS NEEDED



ROLES WE PLAY



TARGETED PERSON

Person who has been harmed or threatened with harm



HARM DOER

person who has done harm



PASSIVE BYSTANDER

Sees harm doing, knows how to help, and doesn't



ALLY/ACTIVE BYSTANDER

Sees harm doing, knows how to help, and does (or at least tries)

UNDERSTANDING HARM DOERS



All people, including people who are harming others, are trying to meet their needs for safety, self-esteem, and control, often based on biases and stereotypes

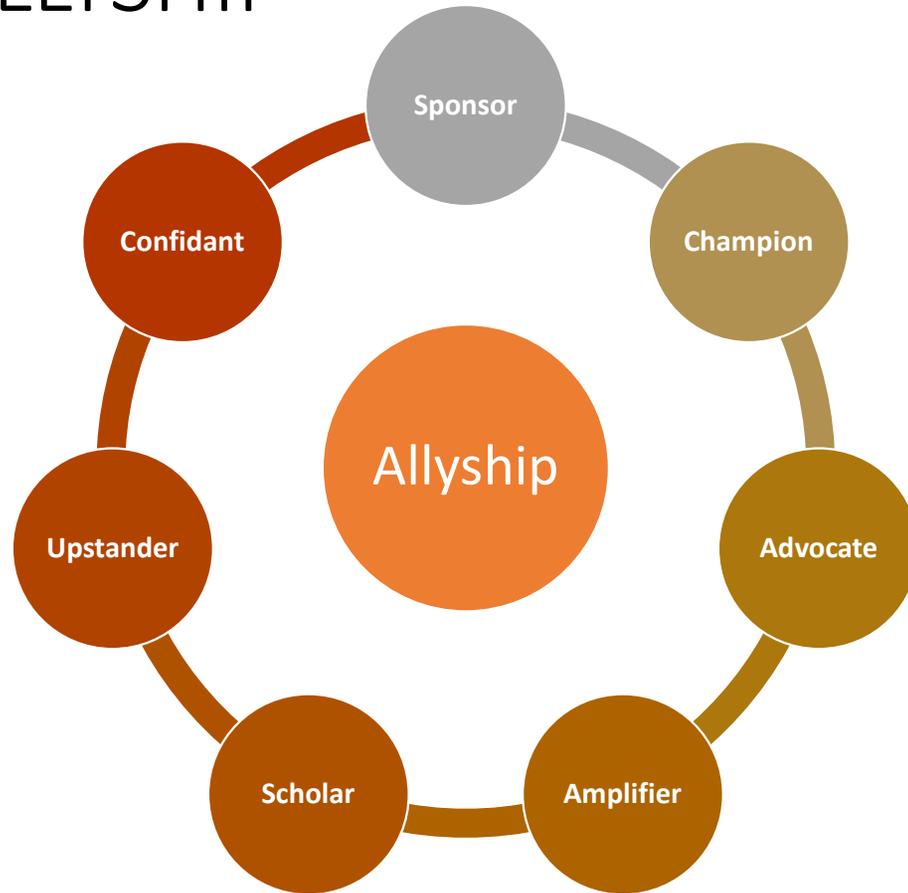
WHAT IS AN ALLY?

“One that is associated with another as a helper; a person or group that provides assistance and support in an ongoing effort, activity or struggle.” In recent years, the term has been adopted specifically to a person supporting a marginalized group.”

- Merriam-Webster



TYPES OF ALLYSHIP



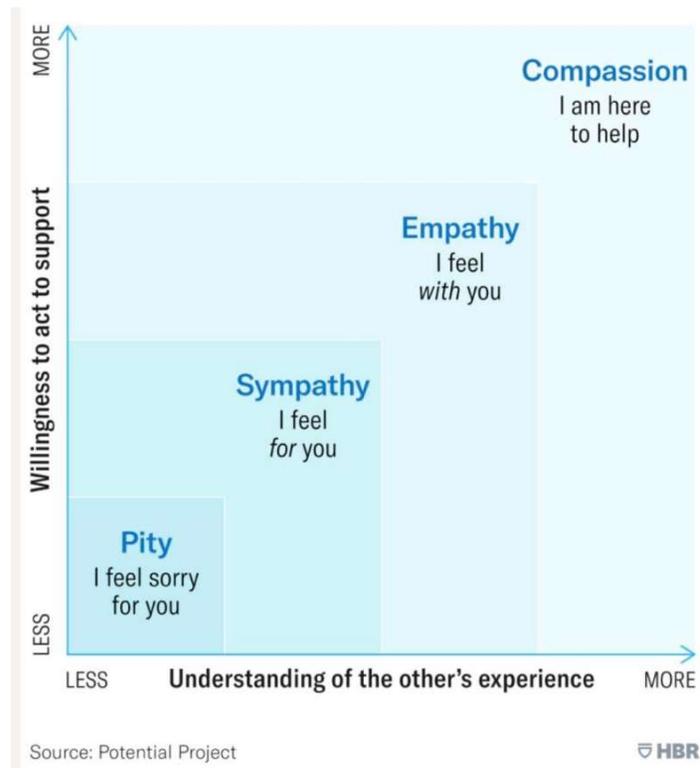
["Better Allies"](#) – Karen Catlin

ALLY CONTINUUM



Source: "From Unaware to Accomplice" by Jennifer Brown

LEVELS OF AWARENESS



WHAT STOPS US FROM BEING ACTIVE

- Danger
- Fear (Safety/Not Knowing How)
- Who, me?
- I'm the only one
- Confusion
- Implicit Bias



WHAT MOVES US ANYWAY?

- Hope of reciprocity
 - Empathy
 - Responsibility
 - Identification
- Moral courage



ACTIVE & ADVOCATE ACTIONS

- Emotional check in (self & others)
- Own your privilege
- Determine your allyship type
- Approach targeted person
- Distract
- Calling 911 (maybe)
- Talking to harm doer



PRACTICE!

Scenario: You are part of a medical team consulting with an African American patient. One of your team members mentions that they know that the patient's pain threshold is likely to be high.

What would keep you from acting?
What would you do?

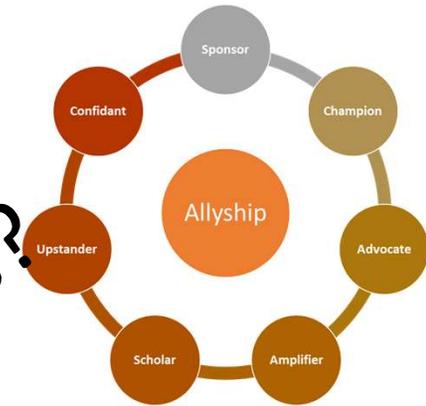
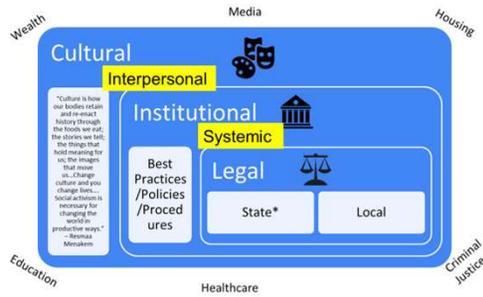
PRACTICE!

Scenario: As you are walking to your car on a busy street, you notice a person speaking Spanish on the phone. As you watch, he is approached by a group of people who are calling out “Speak English! You’re in America now!”

What would keep you from acting?
What would you do?

Your Question/Situation

REVIEW



Questions/Takeaways?

EACH TIME A MAN STANDS UP FOR AN IDEAL, OR ACTS TO IMPROVE THE LOT OF OTHERS, OR STRIKES OUT AGAINST INJUSTICE, HE SENDS FORTH A TINY RIPPLE OF HOPE, AND CROSSING EACH OTHER FROM A MILLION DIFFERENT CENTERS OF ENERGY AND DARING, THOSE RIPPLES BUILD A CURRENT THAT CAN SWEEP DOWN THE MIGHTIEST WALLS OF OPPRESSION AND RESISTANCE.

Robert Kennedy, South Africa, 1966