

WLE Webinar

REDEFINING ALLYSHIP TO EFFECT SUBSTANTIVE CHANGE

Ways to Target Becoming Active Participants in Equity Work

1. How does your identity work to create privilege or disadvantage for you in the workplace?
2. How do you perceive your organization's commitment to building an equitable workplace? Does this reflect the measures they take to engage in equity work?
3. Do you see how marginalized colleagues can experience disadvantageous outcomes because of their identity? If so, how do you perceive your role in supporting them?
4. Do you identify as an ally (accomplice, coconspirator, collaborator)?
 - If so, what have you done to engage in allyship work in your organization?
 - After today's discussion, what are some ways you could see yourself more effectively acting as an ally?
5. Do you speak up when you witness colleagues being aggressed? Keep in mind this does not always play out in large ways. If not, what keeps you from speaking up?
6. If you are perceived as the aggressor or called out for problematic behavior — either hypothetically or in reflecting on a real experience — do you get defensive or are you open to critique from colleagues? If you are defensive, what drives that emotion for you?
7. Reflect on times your marginalized colleagues have shared their experiences — was your reaction to believe them? If not, what is the metric you use to dictate authentic interactions that lead to genuine empathy building?
8. Are you willing to create space for continued learning? If so, what mechanisms do you plan to use as you actively continue on this journey of education and empathy building?
9. Refer to the bulleted lists of takeaways on the next page. Pick three that resonate with you as particularly challenging or important for your/your org to address. Discuss within your group or reflect on how you can improve your relationship with these particular ideas.

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How Dr. Tsedale M. Melaku's presentation examines key concepts, including systemic racism, critical race theory, and intersectionality and how its understanding plays a crucial role in (re-)defining allyship. The presentation addresses why organizations should care about intersectionality and its importance on the workplace experiences of Black, Indigenous, and People of Color (BIPOC). Building on this foundation, the presentation further examines the role of privilege (the power to bring people to the table) and how it can be deployed to help BIPOC and other marginalized colleagues in the workplace and personal settings.

The presentation highlights an accountability framework for organizations and actionable steps to promote allyship, namely:

We Need More Than Allies

- Be Intentional
- Be Proactive
- Speak Up
- Recognize that Antiracism does not equal Absolution of our own Biases
- Do not Minimize Experiences with Racism, Sexism, or any other form of Discrimination
- Promote Racial and Gender Equity 24/7/365
- Educate Yourself (First) and Educate Others
- Claim Your Mistakes and Make Space
- Be Comfortable with Being Uncomfortable

Accountability

- Build Your Toolbox
- Deploy Your Privilege to Advance Equity
- Start with Sharing Why Its Hard to Address Systemic Racism, Sexism and Other Forms of Discrimination
- Speak Up, Even When It's Hard
- Hold Your Organization Accountable to Their Statements
- Bring in Subject Matter Experts vs. Tapping Internal People
- Be Kind to Yourselves
- Remember, Self-Care is Critical for Survival