ASBA Equity Webinar Series: What is an Ally?
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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. I 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
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 Continuum” 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
Stay Connected…..

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