

# CHS Ongoing Conversations

## *Allyship*

October 25, 2021

Employee Assistance Program

<https://dhr.delaware.gov/benefits/compsych/>

Center for Counseling & Student Development

<https://sites.udel.edu/counseling/>

## What is the Goal of the Ongoing Conversations Series?

To continue to engage CHS employees and students on topics related to diversity, inclusion, and anti-racism

# Where We've Been, and Where We're Going

Creating Safe Spaces

Microaggressions

White Privilege

.... Today: Practicing Allyship

# From our Second Conversation for Change...

## Ground Rules for a Safe Space:

- Everyone is expected “to avoid language that is pejorative or perpetuates stereotypes about gender, age, race, religious affiliation, class, sexuality, national origin, dialect or disability (not an exhaustive list)”.
- Listen, with an open mind and actively check understanding
- Show respect with your voice, attention, and body language
- Be open to other perspectives
- Give people the benefit of the doubt
- When people say something that isn't “PC” correct them respectfully without affirming negative ideas

# What is an ALLY?

- **DEFINITION: A person who is not a member of an underrepresented group but who takes action to support that group**
- **“Active allies utilize their credibility to create a more inclusive workplace where everyone can thrive, and find ways to make their privilege work for others.”**

*SOURCE: Hispanic Network magazine: <https://hnmagazine.com/2019/02/7-examples-ally-work/>*

# How to Be a Good Ally - Identity, Privilege, Resistance |

-- By Ahsante the Artist



# What are the Roles that Allies Can Play in the Workplace?

- **ALLIES CAN PLAY DIFFERENT ROLES:**

- **SPONSOR**

- Vocally supports the work of colleagues from underrepresented groups in all contexts, but particularly in situations that will help boost those colleagues' standing and reputation

- **CHAMPION**

- Acts similarly to sponsor, but in more public venues. Willingly defers to colleagues from underrepresented groups in meetings and in visible, industry-wide events and conferences, sending meaningful messages to large audiences

- **AMPLIFIER**

- Works to ensure that marginalized voices are both heard and respected. Can take many forms, but is focused on representation with communication

*SOURCE: Hispanic Network magazine: <https://hnmagazine.com/2019/02/7-examples-ally-work>*



# What are the Roles that Allies Can Play in the Workplace?

- **ALLIES CAN PLAY DIFFERENT ROLES (continued):**

- **ADVOCATE**

- Uses their power and influence to bring peers from underrepresented groups into highly exclusive circles. Recognizes and addresses unjust omissions, holding peers accountable for including qualified colleagues of all genders, races/ethnicities, abilities, ages, body shapes/sizes, religions, and sexual orientations.

- **SCHOLAR**

- Seeks to learn as much as possible about the challenges and prejudices faced by colleagues from marginalized groups. Never inserts own opinions, experiences, or ideas, but instead simply listens and learns. Doesn't expect marginalized people to provide links to research proving that bias exists or summaries of best practices; does own research to seek out the relevant information.

- **UPSTANDER**

- Acts as the opposite of a bystander. Sees wrongdoing and acts to combat it. Pushes back on offensive comments or jokes, even if no one within earshot might be offended or hurt.

# What Does Allyship Look Like?

In 2015 when Nancy Targett was president of UD there was an incident involving 3 nooses hanging from a tree on the campus green. This occurred a day after a conservative commentator spoke at Mitchell Hall amid peaceful protest. This incident spark outrage across campus. The University's Center for Black Culture (CBC) wanted to hold a protest as a result which made its way to President Targett who then scheduled time to talk with students at the CBC. This was the first time a UD President actually spent time at the CBC and engaged in open conversations about issues around race.

Example of someone using their platform to

- advocate
- amplify
- scholar

# Break Out Discussion

## Allyship Scenarios 20 Minutes

LINK to our Google Sheet to Record Discussion Notes from Break-Out Groups:

[https://docs.google.com/spreadsheets/d/1tSqzcQ6cjhWqK6AfIL2ybd6KwSnrR0d\\_nxFI3xF08Z8/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1tSqzcQ6cjhWqK6AfIL2ybd6KwSnrR0d_nxFI3xF08Z8/edit?usp=sharing)

# Scenario #1

The department awards committee was meeting to discuss the student nominations that were submitted. Susan, a white Associate Professor, felt strongly that Anna Lopez would be a great choice for the department's Student Leadership award. Anna was quite active in the Student Hispanic Association on campus, where she served as an officer. This club was engaged in numerous activities on and off campus. Anna was also active in the department's student club but chaired a committee rather than serving as an officer. Joe, a white male Assistant Professor on the committee was really pushing for Matt Smith (a white student) for this award as he was the president of the department's student club and was a captain on the golf team. Joe felt that serving as an officer on the department's committee carried more weight even though Matt was not active in other organizations on campus besides the golf team. He suggested that being involved in clubs that were not related to the major should not be weighed heavily even though last year's recipient, Jill Taylor, a white student, was not even an officer in the department's club but was active in other organizations on campus. The two other members of the committee remained quiet during this discussion.

1. How would you feel in this situation - if you were Susan? ...if you were one of the other committee members?
2. What factors are at play in this scenario?
3. What role(s) and relevant actions could you take on in this scenario?

# Scenario #2

Jane is chairing a committee in her department, and the committee has important work to do by an upcoming deadline. The committee is comprised of a mix of men and women of varying ranks. Jane is a black female Professor who just came to the university a few months ago. At the first meeting, Jane initiates a conversation to discuss key definitions for terms that will help them with their work. Almost immediately, she gets interrupted by a white male Professor who loudly and insistently demands to know what the agenda for the day is, because he doesn't see the relevance of wasting time on this initial discussion. Others in the room fall silent as Jane receives this bullying treatment.

1. How would you feel in this situation - if you were Jane? ...if you were one of the committee members?
2. What factors are at play in this scenario?
3. What role(s) and relevant actions could you take on in this scenario?

# Scenario #3

Two UD students, John and Michelle, have been friends since the age of 6 (playing sports, family trips, etc.) and are extremely close – almost like siblings. Now one of the friends (Michelle) uses she/her/hers pronouns and recently changed her name from Michael to Michelle, but that change has not yet made it into the university system. During a class that both John and Michelle had together, the professor called on Michelle, however addressed her as Michael. John noticed this.

1. How would you feel in this situation - if you were John? ...if you were Michelle?
2. What factors are at play in this scenario?
3. What role(s) and relevant actions could you take on in this scenario?

# Final Thoughts

## **“TO BE AN ALLY IS TO...**

1. Take on the struggle as your own.
2. Transfer the benefits of your privilege to those who lack it.
3. Amplify voices of the oppressed before your own.
4. Acknowledge that even though you feel pain, the conversation is not about you.
5. Stand up, even when you feel scared.
6. Own your mistakes and de-center yourself.
7. Understand that your education is up to you and no one else.”

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<https://guidetoallyship.com/>

# Thank you for coming!

On behalf of our committee:

Xiaopeng Ji

Amanda Van Horne

Sam Wilson

Shannon Lennon

Carrie Earthman

**Next Social Justice Training Session for CHS: Nov 8 from 11:30 to 1  
pm**

**Healthcare Theatre**

**Next Ongoing Conversation Session: Stay Tuned!**



# Final Thoughts

- [True allyship](#) is about creating spaces that promote equality and increase the success of marginalized groups. When we take away opportunity from others, we not only do injustice to those individuals, but also to the organizations and communities we serve. We need all groups to be able to thrive and be successful in the workplace because we need all of us to make the impact we have committed to making.

Source: [Nisha Kumar Kulkarni](#) (Idealist)