Action in Allyship: Igniting Your Influence, Fanning the Flame

Woman of Color Summit 2021

Tracy Boff
Agenda

- Defining Allyship
- 5 S’s of Allyship
- Ally to Accomplice
- Discussion and Feedback
Defining Allyship

“When a person of privilege works in solidarity and partnership with a marginalized group of people to help take down the systems that challenge that group's basic rights, equal access, and ability to thrive in our society.”

Nicole Asong Nfonoyim-Hara, the Director of the Diversity Programs at Mayo Clinic
Defining Allyship

Developing or adopting definition
Continue to update and check definition
Eliminate language of status and self-proclamation
Key components:
  * with or in partnership
  * action
  * involves systems change
Feedback
Soul Search

Who have you engaged with?

What has been your experience?

Where do you come from?

When were you aware of race and social injustice?

Why is this important to you?
Seek

Seek to understand

Listen, listen and listen

Challenge your attitudes and beliefs

Humility is required

Take responsibility for your own learning
Step Back

This is not about you!
Abandon the “savior” complex

Learn good followship
Comfort with being a silent partner
Step Up

- Action
- Speak up
- No “silent spectators”
- Leverage your privilege
- Use your influence

“Be the change you wish to see in the world” - Ghandi
Continue to stretch your thinking, learning, growing and experiences.
Ally to Accomplice

- Soul Search
- Seek
- Stand Back
- Stand Up
- Stretch
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