



FROM ALLY TO ACCOMPLICE:

*co leadership model as an anti-racism
strategy*

HOW DID WE GET HERE?

Reckoning and Revolution

Key Objectives:

- Understand the difference between *allyship* and *accomplice* work
- Process and role in the *dismantling* and *deconstruction* of internalized white supremacy and racism
- Identify the *characteristics of the co leadership* model to advance women of color and the anti-racism work

Elements of White Middle Class Dominant Culture

- Perfectionism
- Sense of Urgency
- Defensiveness
- Worship of Written Word
- Only One Right Way
- Paternalism
- Binary Thinking
- Power Hoarding
- Fear of Open Conflict
- Individualism
- I'm the Only One
- Right to Comfort

Allyship

"Allyship is an active and consistent practice of using power and privilege to achieve equity and inclusion while holding ourselves accountable to marginalized people's needs."

Michelle Kim, Co Founder & CEO at Awaken

1. You do not get to identify yourself as an ally
2. Allyship is the commitment to learning, understanding, seeing and interrupting
3. Allyship is the determination and accountability to remain humble in living out the values of anti-racism and oppression
4. Allyship takes an active role in auditing and analyzing one's own power and privilege and that of the networks and systems that one benefits from
5. Allyship examines the motives for choosing to become anti-racist and unhooking from oppression
6. Allyship acknowledges the role of 'savior' previously and remains persistent to eliminate it presently
7. Allies work within the system to make change

Tips for the Ally Journey

Intention vs
Impact
Acknowledgement

What harm have
you caused?

Invite feedback

Ask & Remain
Humble

Labor Equity

Solidarity is
contextual and
informed by
those most
impacted



BETRAYAL OF
AN ALLY

"A POWERFUL,
VICTORIOUS ALLY IS YET
ANOTHER NAME FOR
MASTER"

Alexander Hamilton

One who knowingly helps another commit a crime or wrongdoing, often as a subordinate.

Dictionary.com

Accomplice

ACCOMPLICES NOT ALLIES

An Indigenous Perspective &
Provocation

Accomplice

- Doesn't look for oppressed communities to make them feel better and affirm their work
- Uses their privilege to address and disrupt others with similar privilege with the intent for moving the system
- Actively listens and approaches with curiosity, rather than defensiveness or parental knowing
- Does not romanticize the 'helping' of those worthy and deserved
- Identifies and owns power, rather than abdicates it
- Sees the harm and oppression that they have suffered from their complicity in the maintaining of the system
- Takes the lead from those most impacted
- Works to disrupt the system and risks being criminal in the coming against the system

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.

Lila Watson

**Internalized
Racism and
Oppression**

**WHITE FRAGILITY &
SOLIDARITY**

COMPLICITY & SURVIVAL

**To hold a people in oppression you
have to convince them first that
they are supposed to be
oppressed.**

John Herrick Clarke

Co Leadership Model

- **It is not tokenism or branding**
- **Conflict is embraced and necessary**
- **Transparency and clarity are high values**
- **Acknowledges the capital and currency in the 'system' that is not available for the leader of color**
- **Move beyond espoused theory of antiracism and oppression work to embracing the action**