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

contextual and informed by those most impacted
BETRAYAL OF AN ALLY
"A POWERFUL, VICTORIOUS ALLY IS YET ANOTHER NAME FOR MASTER"

Alexander Hamilton
Accomplice

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

Dictionary.com
ACCOMPILCES 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