

# How to be an effective ally

Lessons Learned From Two Aspiring Allies

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# Group guidelines

- Keep it here
- Show respect
- We don't have to agree
- Step up/step back
- Speak for yourself and your experience
- Express feelings
- Take risks and encourage others to take risks
- Understand the value of discomfort
- Help create a shared experience of learning



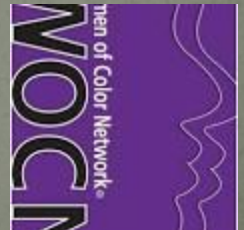
# Assumptions

- One can be “nice” or “good” person and still engage in hurtful behavior or ineffective practice
- We are all born without prejudice
- Over time, we have learned misinformation and stereotypes about other groups, even if we do not realize it.
- If we are not ware of these biases they will reduce our effectiveness in working with individuals from groups
- Individuals and organizations can and do grow and change.

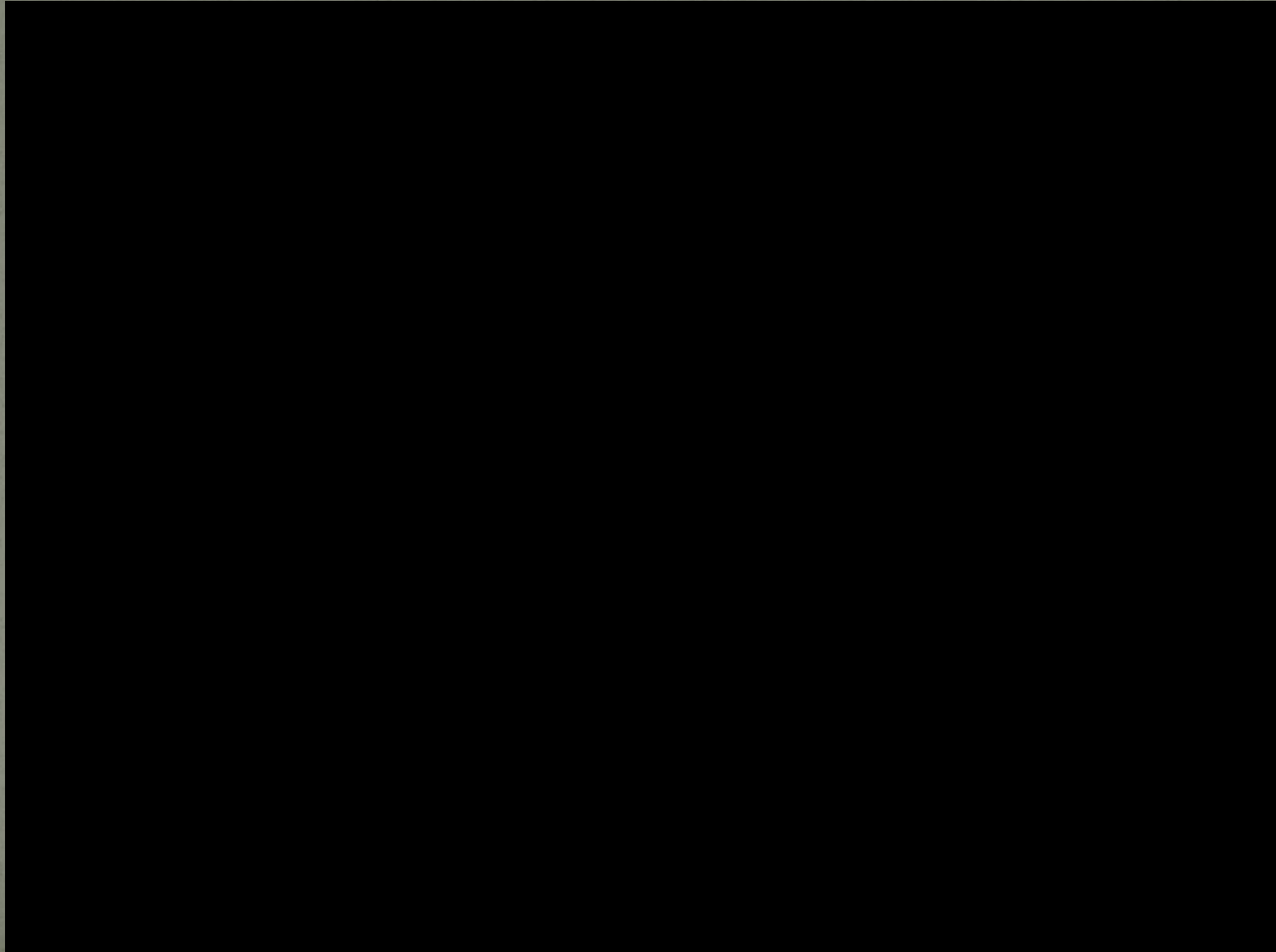
(Diversity: Celebrating our Difference, Being an Effective Ally Across Differences and Creating Community, Alan D. Berkowitz)

# What is an aspiring ally?

- Ally: “Is someone from a dominant or mainstream group who acknowledges certain unearned privileges they hold, who recognizes that their unearned privilege puts them in a position of power and shares their privilege responsibly to support access, understanding, and opportunity alongside underrepresented groups” WOCN Inc.
- Can we label ourselves as allies?
- What does it mean to be an aspiring ally?



# 5 Tips for being an ally @chescaleigh





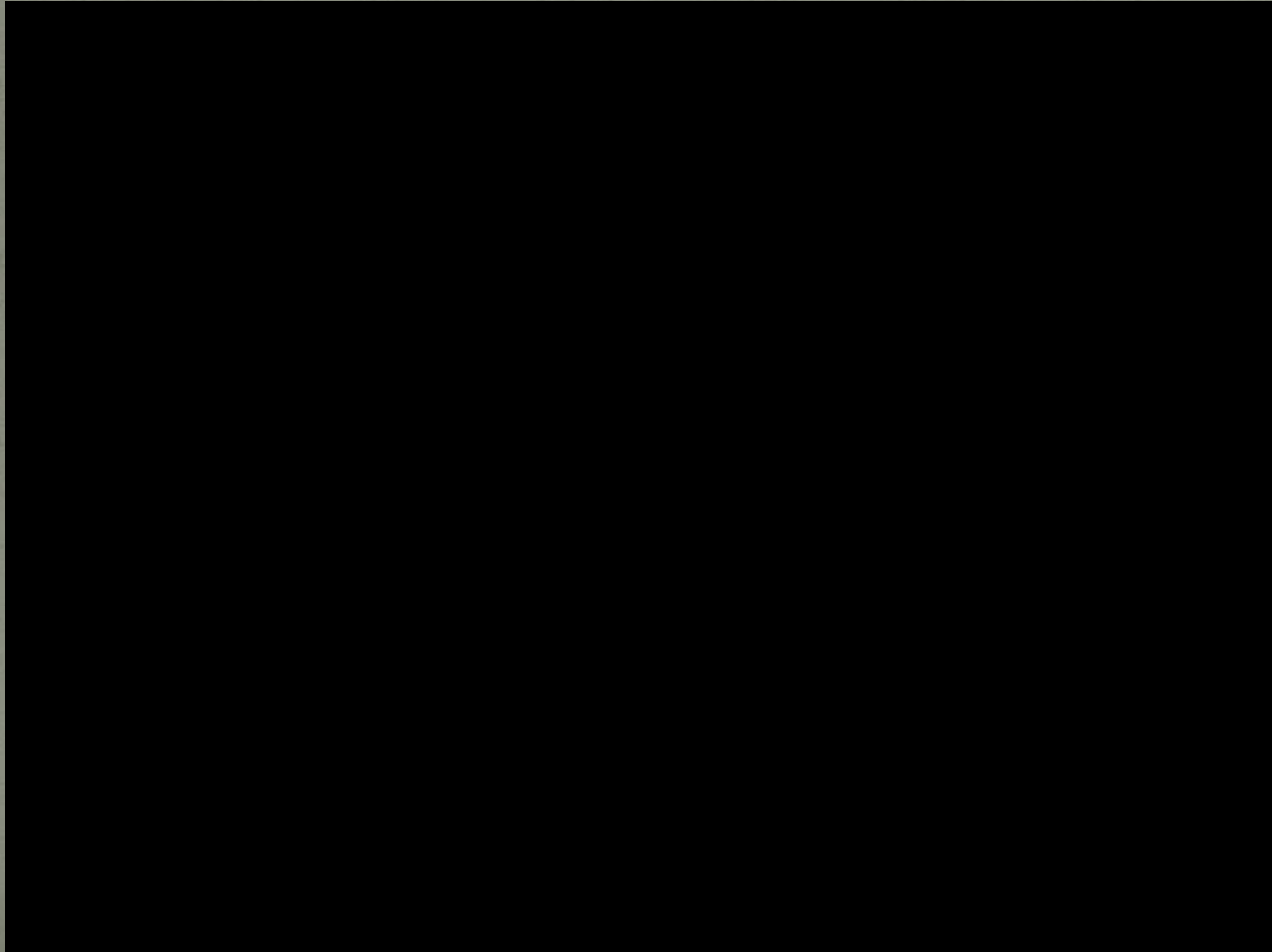
# Accountability

- How do you “call someone out”?
- Is it necessary to make sure that a person is comfortable? Why or why not?
- “... discomfort is at the root of all growth and learning; welcome it as much as you can; deepen your political analysis of racism and oppression so you have a strong understanding of how your personal experience and feelings fit into a larger picture; don’t take everything personally” (White Supremacy Culture, Tema Okun)

# Accountability continued

- How do you “call someone in”?
- What are the benefits of “calling someone in” versus “calling someone out”?

# Getting called out: How to apologize



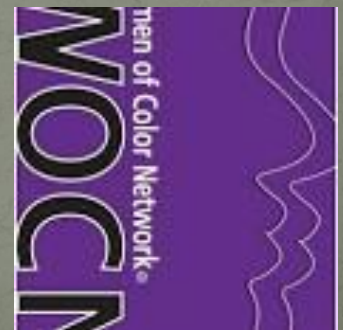


# What are Microaggressions?

- Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs or insults, whether intentional or unintentional, that communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership (Wiley and Sons, 2010)
- What are some examples of microaggressions?

# Accountability Recipe

- Showing up
- Engagement
- Working with others
- Risk assessment
- Action
- Mistakes
- Reparations





# Showing Up



- Consistent exploration of the emotions that arise when accountability is mentioned, such as fear, guilt, anger, shame, confusion, and continuing to show up anyway. Aspiring allies understand that while perfection is not required, doing no harm is a guiding principle. Engaging with other aspiring allies for accountability and support is critical, rather than turning to those whom we seek to be aspiring allies.



# Engagement



- Begins with other aspiring allies and doing research on the history and realities of the underrepresented community to whom one seeks to be allies. We learn how the group has been marginalized, colonized, eliminated, silenced and affected by sexual and domestic violence, as well as a community's accomplishments, leaders, communal values, areas of shared experience and expertise, assets, places of preferred engagement, organizations and culture.

# Working with Others



- Identify other aspiring allies who should be included, especially across lines of difference and others from similar privilege. Who has begun to do work around a particular issue or has respected relationships with the community? Who can bring other resources?



# Risk Assessment



- What are the risks involved in taking a particular action, even as harmless as a certain action may seem?
- Who might be most hurt and/or endangered?
- Who else needs to be included?



# Action



- Whether an internal or external action, aspiring allies keep the issue at the center to amplify the voices of those whom we seek to be allies.

# Mistakes



- Mistakes, unintended consequences, can and do happen. Aspiring allies are willing to accept and assess their role in making missteps.



# Reparations



- Aspiring allies take action to accept the impact of their actions, regardless of their intent. They make amends and continue to move ahead without guilt and fear.



# How does this all relate to our work?

- Survivors and Advocates experience racist and oppressive behavior, both overt and covert, every day.
- As aspiring allies, we have the opportunity to acknowledge and validate these experiences, then use that information to be part of making change.
- To effectively and compassionately provide support to survivors, we need to ensure that all communities are at the table of decision making. Allyship is the first step to making this happen.

# Group Scenario

- Oregon is one of the states in the western region of the United States with a growing Hmong community. You are aware that health-related disparities exist and that intimate partner violence and sexual assault affects the Hmong community. The organization you work for in Salem, OR is not working with Hmong victims/survivors. Your organization recognizes that this community is not accessing services, that they are not at the table, and even bilingual posting on your website is not having an effect.
- You are tasked with evaluating and understanding why Hmong survivors are not coming and develop a plan to make your organization more accessible for the community.



Questions or Comments?

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# Resources

- *Dismantling Racism: A Resource Book for Social Change Groups*, Western States Center, 2003.
- Women of Color Network – Accountability Recipe, Chapter 3 Cultural Competency, 3-Tiered System
- Microaggressions in Everyday Life: Race, Gender, and Sexual Orientation, Wiley and Sons, 2010.
- Diversity: Celebrating our Difference, Being an Effective Ally Across Differences and Creating Community, Alan D. Berkowitz.
- Building a Multi-Ethnic, Inclusive, and Anti-Racist Organization
- Chescaleigh! [https://www.youtube.com/watch?v=\\_dg86g-QlMo](https://www.youtube.com/watch?v=_dg86g-QlMo), <https://www.youtube.com/watch?v=C8xJXKYL8pU>



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Thank you!