



How To Be An Ally

GSA + WiSAG Community Connection
Event

What is allyship?



An ally recognizes their own privilege in personal and professional settings



An ally uses their position of privilege to bring visibility and changes to systemic issues differentially impacting individuals and communities



Allyship is a lifelong process that includes learning, questioning, and re-evaluating

Why is it
important
to be an
ally?

Marginalization in the work place can be implicit and less overt, resulting in microaggressions that compound over time

Allies contribute to a support network for marginalized peers which can create a space to address oppressive behavior

Allies can facilitate respectful dialogue and foster potential solutions

How can you be an ally?



The oppressed group is not responsible for educating you on their struggle or history



Learn about the history of oppression through activism, conversations, reading, and workshops



Engage with local and national diversity groups within your field

Association for Women in STEM
National Society of Black Engineers
American Indian Science and Engineering Society
Out in STEM (oSTEM)

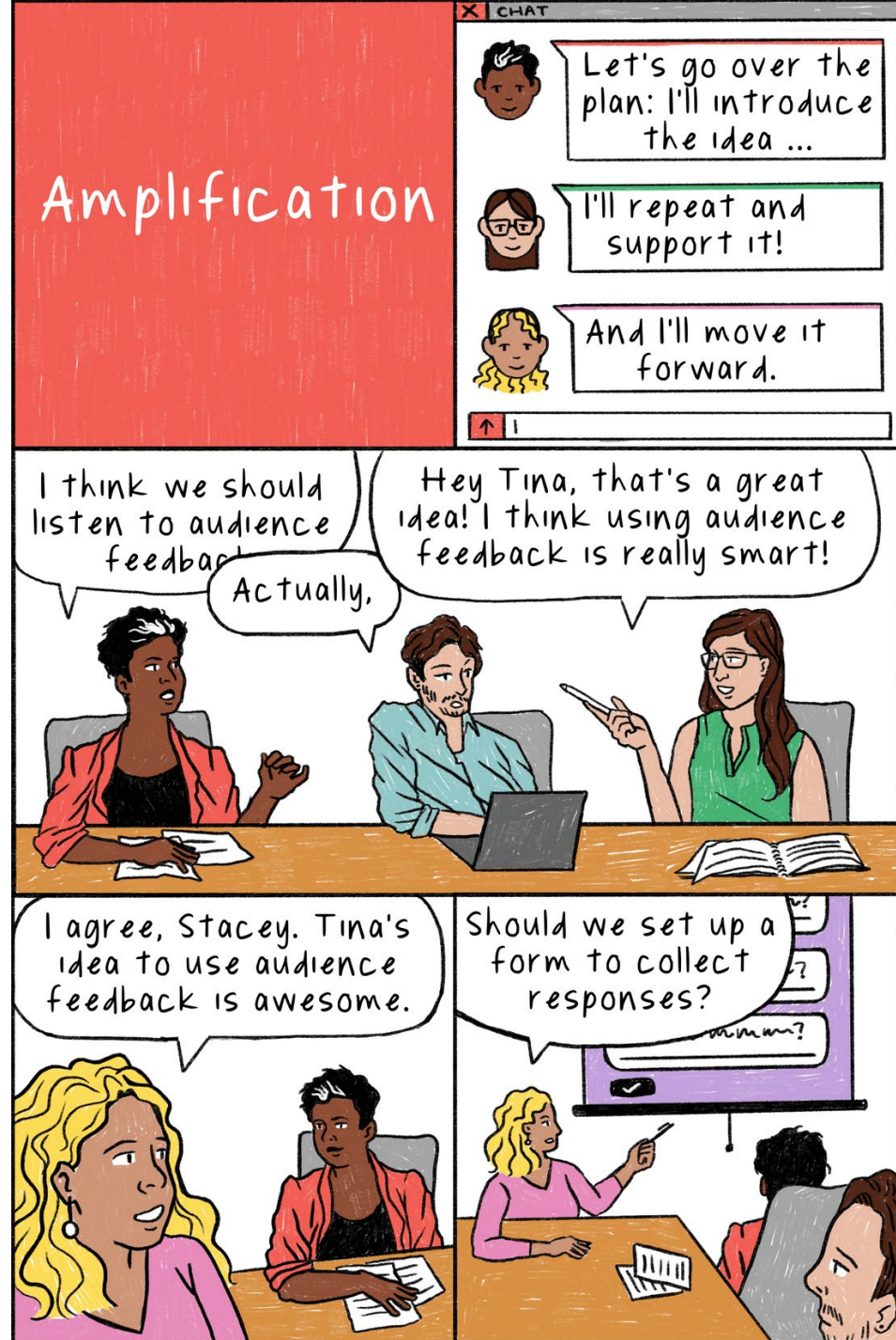
How can you be an ally?

- Once you've learned about the history of oppression of a marginalized people, listen to the community
- Believe and affirm the community you're in allyship with
- Listen to the solutions proposed to address systemic issues and support the community members
- Your role is to listen, create space, and increase visibility for individuals in the community you're allied with



Examples

- Amplification technique used by women staffers in Obama's office
- After a presentation call on a peer from marginalized group first



What is Intersectionality?

A framework for understanding ways that multiple aspects of our identities intersect, influence one another, and compound to create unique experiences.

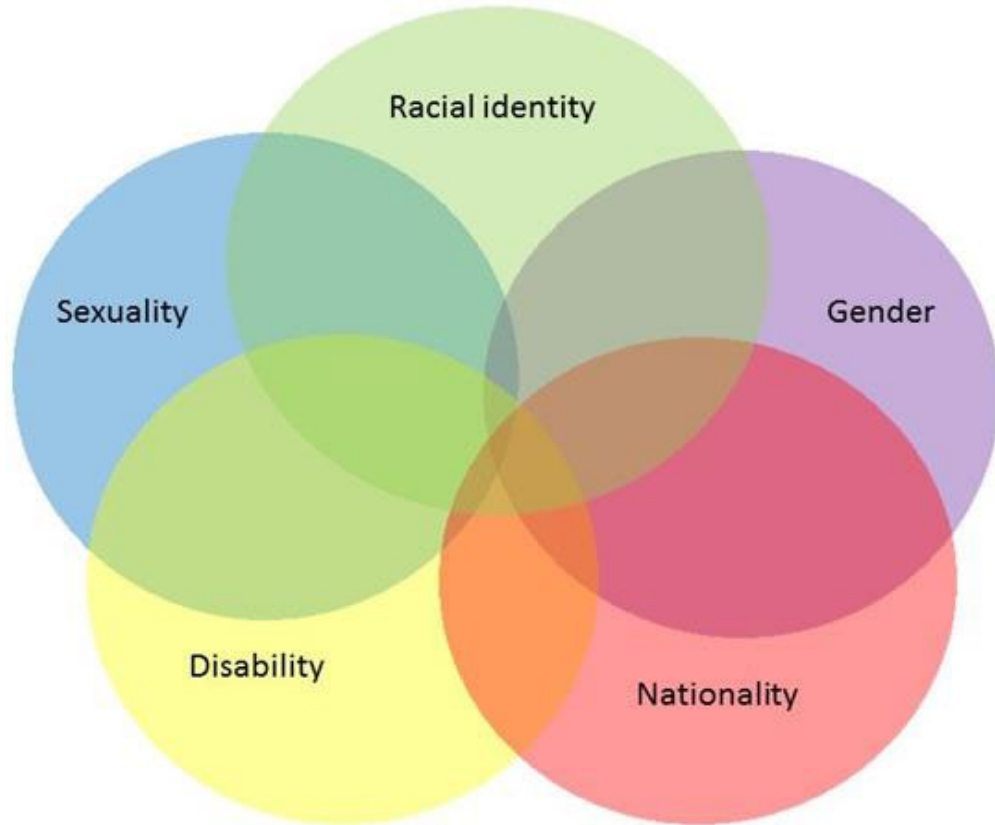
Intersectionality acknowledges the complexity of individual identities and experiences.

“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times that framework erases what happens to people who are subject to all of these things.”

KIMBERLÉ WILLIAMS CRENSHAW



Why we must recognize intersectionality



- Many anti-discrimination frameworks are not equipped to address intersectional identities
- We are all complex individuals with different perspectives
- We are all impacted differently by power systems
- Acknowledging intersections is key to true allyship!

Discussion

- Have there been times when you or someone you work with could have used an ally in the room?
- How could you provide allyship in your workplace?
- In what ways can I improve my allyship?
- How can allies contribute to creating more inclusive spaces in both personal and professional settings?
- What are some potential challenges or pitfalls allies may encounter, and how can they navigate these situations?

Resources

- <https://www.jeffersonhealth.org/your-health/classes-and-events/transgender-and-non-binary-support-group>
- <https://www.jefferson.edu/academics/colleges-schools-institutes/life-sciences/diversity/resources.html>
- <https://www.awis.org/wp-content/uploads/Be-an-Ally-AWIS.pdf>