



BEYOND BEING AN ALLY: BALANCING ADVOCACY AND PROFESSIONALISM

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REASONS YOU ARE HERE:

- ☐ Convenience (it's the one workshop that fit my schedule).
- ☐ I don't know.
- ☐ I am seeking ally skills.
- ☐ The title seemed interesting.
- ☐ I seek opportunities for development (its PD)
- ☐ None of the above.

OBJECTIVES

- ❑ To examine some benefits, challenges and recommendations when talking about diversity in the workplace
- ❑ To discuss what it means to be an ally
- ❑ To define “privilege” and explore how allies use it
- ❑ To discuss strategies for ongoing growth

PRESENTER INFORMATION

Jenn

- ☐ Home grown
- ☐ GVSU Alum
- ☐ Nontraditional household
- ☐ Communicator
- ☐ Not just a “punch card”
- ☐ Being engaged in my community
- ☐ Finding balance and finding a way to help

Sharalle

- ☐ Straight Outta California
- ☐ Educator at heart
- ☐ Cal State Chico, Washington State University
- ☐ Liberal Studies & Education
- ☐ Concerned with service and doing something that is “bigger” than me
- ☐ Child care to student affairs



***YOU'RE
INVITED....***

“not a destination but a
journey”

ALONG THE JOURNEY



Respect those that
you are traveling
with.



This is not a
linear process.



Allow others to
contribute and
share their
experiences
without seeking
evidence.



ALLY: BY DEFINITION

ALLY (N) - ONE THAT IS ASSOCIATED WITH ANOTHER AS A HELPER •

ALLY (V) - TO UNITE OR FORM A CONNECTION BETWEEN; TO ENTER INTO AN ALLIANCE

PUTTING IT INTO ACTION

- Awareness and education
- Personal reflection
- Learn & practice ally skills
- Take action/be an accomplice
- Remember it's a *practice* not an identity

PRIVILEGE VIDEO

- <https://www.youtube.com/watch?v=qeYpvV3eRhY&feature=youtu.be&list=PLnvZ3PbKApGM-hHuQ9INc5oSKsusjn0Z6>

ACCOUNTABILITY & RISK MANAGEMENT

- ☐ Assessing your power
- ☐ What leverage does your power have?
- ☐ What are you willing to risk?

ALLYSHIP OUTSIDE ACADEMIA

Have you considered non-negotiables are.

Financial Security

Authentic Self

Emotional Wellbeing

BENEFITS, CHALLENGES AND RECOMMENDATIONS

- ☐ Broad appeal
- ☐ New relationships
- ☐ Increased productivity
- ☐ Team gains new insight

- ☐ Not authentic
- ☐ Climate change happens slowly
- ☐ People are afraid of change
- ☐ Unintentional vs. intentional

- ☐ Don't be afraid of growth
- ☐ Don't incentivize
- ☐ Seek feedback and implement changes as needed
- ☐ Be quiet...just listen

SMALL GROUP EXERCISE

You have accepted a mid-level position in a company. You are responsible for some staff, but organizations decisions are typically made by your supervisor or others at that level. Some of the organizational policies are not as inclusive or progressive as you would like to see. What steps would you take to address this?

Professional Development

- Expanding what we consider “Professional Development”
- Being an attractive candidate for a position or promotion
- Broad range of experiences
- Personal and professional benefits
- Cultural Competency certificates, workshops, trainings
- Utilize local organizations and groups



ANOTHER PERSON'S PROBLEM

A STORY TO CONSIDER

RESOURCES

- ❑ [4 Lessons from the Trenches of Allyship - Everyday Feminism](http://everydayfeminism.com/2014/08/trenches-of-allyship/)
everydayfeminism.com/2014/08/trenches-of-allyship/
- ❑ YWCA West Central Michigan (www.ywcawcmi.org)
- ❑ Allyship from the Anti-Oppression Network:
<https://theantioppressionnetwork.wordpress.com/allyship/>
- ❑ https://prezi.com/nesv_ekel126/allyship-intersectionality-anti-oppression/

