




ALLYSHIP 101: THE WHO, WHAT, AND WHY

VA Psychology Leadership Conference
Plenary Panel

May 29, 2019
2:45 – 3:45 pm



Agenda

Overview

Drs. Gayle Iwamasa and Erin Watson (co-moderators)

Panelist Discussion

Dr. Christopher Watson (PoC and Allies SIG)

Dr. Kaela Joseph (LGBTQ SIG)

Dr. Mary Beth Shea (WIL SIG)

Wrap-Up

“WE WILL HAVE TO REPENT IN THIS GENERATION
NOT MERELY FOR THE HATEFUL
WORDS AND ACTION OF THE BAD PEOPLE,
BUT FOR THE APPALLING *SILENCE*
OF THE GOOD PEOPLE.”

– DR. MARTIN LUTHER KING JR.

Quoted in Sue et al. (2019)

Background

- **The Problem:** “...silence and inaction of people in the face of injustice, hatred, and oppression directed toward socially marginalized group members” (Sue et al., 2019, p 128)
 - *99.5% of 167 psychologists who participated in last year’s study, reported experiencing at least one racial microaggression at work within the past year*
- **The Resulting Harm:** “non-dominant people have been shown to be influenced affectively, cognitively, and behaviorally” (Brown & Ostrove, 2013, p 2211)

Allyship Defined

- Individuals who belong to **dominant** social groups (e.g., whites, males, heterosexuals) and, through their **support of nondominant** groups (e.g., people of color, women, LGBTQ individuals), **actively** work toward the **eradication** of prejudicial practices they witness in both their **personal and professional** lives (Sue et al., 2019, p 132)

Video



Allyship Microinterventions

- “The everyday words or deeds, whether intentional or unintentional, that communicates to targets...”

(a) Validation

(b) Value

(c) Support

(d) Reassurance

Questions for Panelists

**Please share a successful example of Allyship
that you have witnessed (as a bystander)
or been on the receiving end of (as a target)?**

**What made the example successful,
and what could have caused it to be harmful?**

Questions for Panelists

What can allies do to impact macroaggressions that flow from the programs, procedures, and structures in which they practice?

Questions for Panelists

**What would you like to see 5 years from now
with regard to Allyship?**

“THE WORLD IS A DANGEROUS PLACE TO
LIVE, NOT BECAUSE OF THE PEOPLE WHO
ARE EVIL, BUT BECAUSE OF THE PEOPLE
WHO DON'T DO ANYTHING ABOUT IT.”

– ALBERT EINSTEIN

Quoted in Sue et al. (2019)

Final Thoughts

“Lived experience and lived reality are crucial elements for the personal development of White allies.” — Sue, 2017, p 712

Are *YOU* an ally?

If you are an Ally or wish to be one:

- Demonstrate allyship during this conference
- Please join us for the following activities
 - *Tonight*
 - **Informal Networking**, 9:00-10:30 PM, Bar at Zocca Cuisine D'Italia
 - *Tomorrow*
 - **Breakout Session 2: Showing Up for Social Justice: Allyship (aka, How to be a better human being)**, Villa Room (Repeated 11:15-12:15 PM and 1:45-2:45 PM)
 - **Networking Lunch**, Zapata Room
 - **Breakout Session 1: Recruitment and Retention of Diverse Trainees: Their Perceptions and Ours**, Navarro, 1:45-2:45 PM
 - **Invited Panel: Best Practices from the Field**
 - *PRIDE In All Who Served: Providing Affirmative Care to LGBT Veterans*
 - *Developing a Diversity Consultation Service for Patient Care and Staff Support*

References

1. Brown, K.T., & Ostrove, J.M. (2013). What does it mean to be an ally?: The perception of allies from the perspective of people of color. *Journal of Applied Social Psychology, 43*, 2211-2222.
2. DiAngelo, R., & Sensoy, O. (2014). Calling in: Strategies for cultivating humility and critical thinking in antiracism education. *University of Colorado at Colorado Springs. Matrix Center for the Advancement of Social Equity and Inclusion. White Privilege Conference, 4(2)*, 191-203.
3. Sue, D.W. (2017). The challenges of becoming a white ally. *The Counseling Psychologist, 45(5)*, 706-716.
4. Sue, D. W., Alsaidi, S, Awad, M.N., Glaeser, E., Calle, C.Z., & Mendez, N. (2019). Disarming racial microaggressions: Microintervention strategies for targets, white allies, and by standers. *American Psychologist, 74(1)*, 128-142.