

Showing up for social justice

AKA, How to be a better
human being

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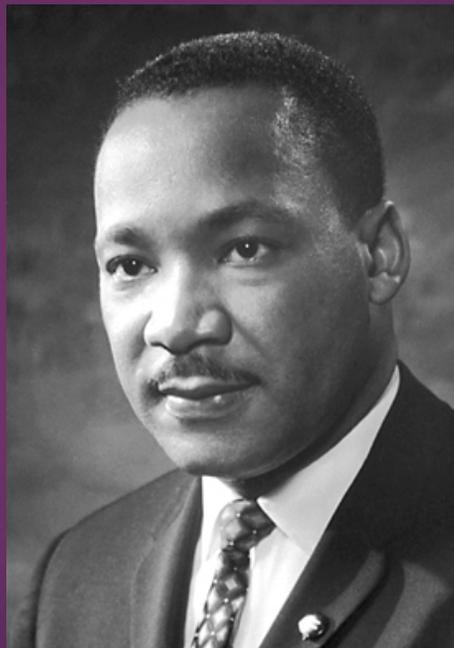
Allyship

▶ VIDEO



Dr. King's thoughts

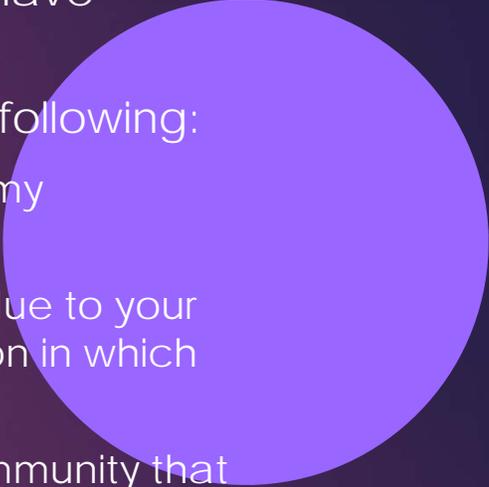
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What is Allyship? How does one become an ally?

- ▶ Allyship: Active, consistent and arduous lifelong process of unlearning biases and reevaluating your worldview. Combined with that is an active effort to dismantle the oppressive systems you claim to be against
- ▶ Allyship is a difficult path to take. It requires us to:
 - ▶ Be aware of our power & privilege
 - ▶ Build relationships based on trust, consistency, and accountability with marginalized individuals or groups
 - ▶ Work in solidarity with those from marginalized groups to destroy the societal systems of oppression while avoiding reinforcing said systems of oppression
 - ▶ Understand that it is NOT an identity, nor is it self-defined
 - ▶ Verb, temporary
 - ▶ Must be bestowed by the marginalized individuals/groups you are supporting

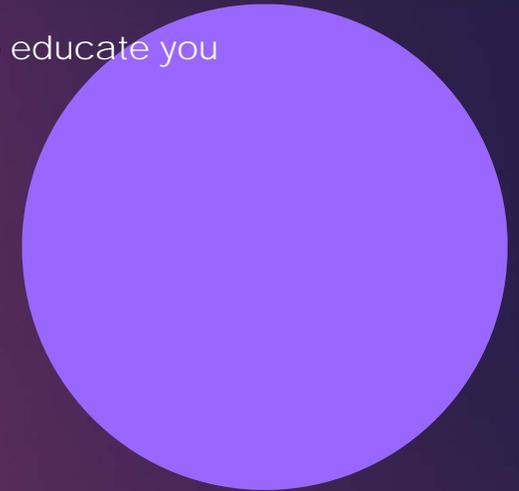
Explore your privilege



- ▶ Go through the following handouts and note where you have privilege
- ▶ Find someone you don't know and discuss with them the following:
 - ▶ 1. What areas are particularly challenging for me to due to my privilege?
 - ▶ 2. Discuss a time in which you felt a sense of guilt or shame due to your lack of response (or lack of a sufficient response) in a situation in which you could have used your privilege for good
 - ▶ 3. Share a time in which somebody from a marginalized community that you don't belong to informed you that you used your privilege in a helpful way

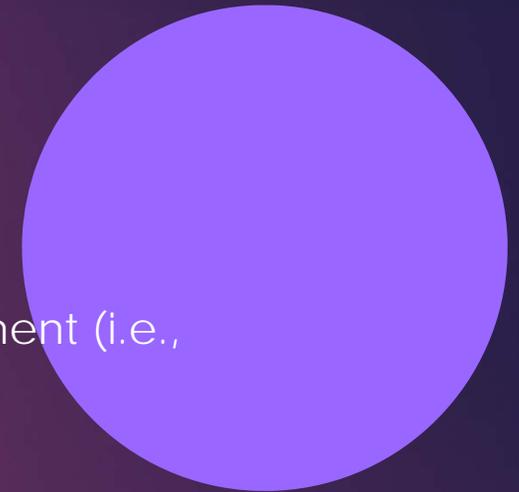
4 Core Components of Allyship

- ▶ Understand your privileges, acknowledge your biases, and be ready to openly discuss them
 - ▶ Do your own research, don't expect those from marginalized groups to educate you
- ▶ Genuinely listen to those from marginalized groups
 - ▶ Listen more & speak less; know when to stop talking
 - ▶ Don't speak over them; you are there to support, not to take charge
 - ▶ Accept that you will feel uncomfortable, challenged, and hurt
 - ▶ Understand that your needs (and emotions) are secondary to theirs
- ▶ Offer your support
 - ▶ Show up; Speak up; Stand up; Microaffirm (microinterventions)
 - ▶ Take guidance & direction from those you seek to support
 - ▶ Respect safe spaces
 - ▶ Be willing to make sacrifices
 - ▶ Do not expect any awards or recognition
- ▶ Acknowledge your mistakes, make amends, and commit to real change (i.e., do the work)
 - ▶ Build your capacity to receive criticism; accept as a gift, as a chance to be better

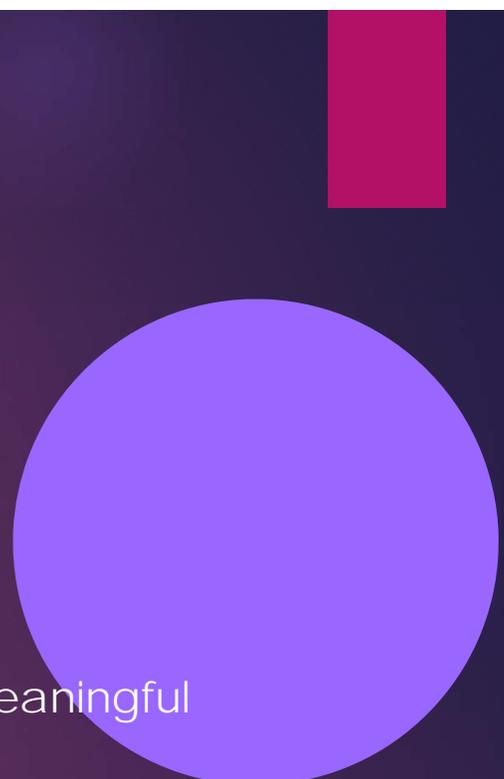


Time to practice...

- ▶ Read the vignette aloud
- ▶ What might you do to offer allyship in that vignette?
- ▶ Answer the additional questions
- ▶ When answering, try to respond as if you are in that moment (i.e., roleplay)



Discussion



- ▶ What did you learn/gain from this exercise?
- ▶ What aspects were most challenging for you?
- ▶ How can you take this experience and translate it into meaningful change in both your personal and professional life?

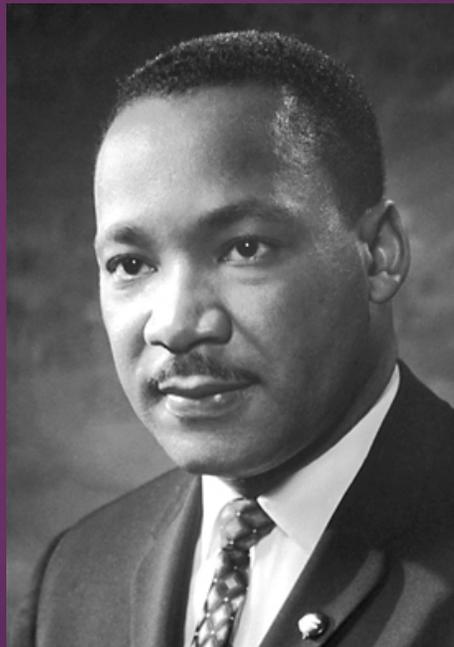
Distinction between ally and accomplice

▶ VIDEO



Thoughts of Dr. King

▶ Audio



I'm tired...

I'm tired of being censored

I'm tired of being attacked

I'm tired of not feeling safe

I'm tired of not knowing who to trust

I'm tired of defending my humanity

I'm tired of debating the truth of my lived experiences

I'm tired of not being able to speak my mind without fear of retribution

I'm tired of injustice and discrimination

I'm tired of having to be twice as good and two steps ahead just to fucking live

I'm tired of having my words wiped clean from existence without reason or justification

I'm tired of the emotional labor of being in this melaninated body in these white-centered spaces

I'm tired of having to be the strong one, the resilient one, the one who acts better than she's being treated

I'm tired of screaming that I'm being hurt and being punished for it, while my abusers are protected and enabled

I'm tired of being tired, so damn tired...

References

- ▶ Rowe, M. (2008). Micro-affirmations and micro-inequities. *Journal of the International Ombudsman Association*, 1, 45-48.
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- ▶ <http://laylafsaad.com/>
- ▶ https://www.whiteaccomplices.org/?fbclid=IwAR0c0GFxZvyPCdU69amXmeOP_WPPb-U5IN-n6WGYL9j817xOTc6s-sKtZDc
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- ▶ https://www.youtube.com/watch?v=_dg86g-QlM0&t=4s