

Sustaining Allyship v1 / McGill

1	Sustaining Allyship	Welcome to Sustaining Allyship, a DiversityEdu Course
2	About This Course	<p>This course is the second of two in a series on allyship.</p> <p>The goal of this series is to give educators, students, and professionals of all experience levels the tools they need to practice allyship. After this course, course takers should be able to</p> <p>differentiate between effective and ineffective allyship; and plan how to sustain their ongoing allyship work.</p> <p>You can find the first course in this series in the course library.</p>
3	Navigating This Course	<p>This course will take you between 20 and 30 minutes to complete.</p> <p>Click the Resources tab to access additional materials.</p> <p>For closed captioning, please click the speech bubble icon in the course navigation bar. You can pause whenever you want. When you come back, you'll be asked if you want to resume where you left off.</p> <p>Check the Table of Contents to see how much of the course you've completed.</p> <p>You will need to complete interactive exercises and assessments as you go, and you may need to take pre- and post-course surveys.</p> <p>Click "Next" to continue.</p>
4	Definition	What is an ally? In this context, an ally is someone who has a commitment to members of marginalized groups to continually learn about and take action against discrimination—both within institutions and interpersonally.
5	Why Allyship?	Why aim to become an ally? Because acting as an ally helps turn personal goals about diversity and inclusion into everyday choices and actions that support members of marginalized groups and break down institutionalized discrimination.
6	Benefits of Allyship	<p>Practicing allyship is an important and rewarding endeavor. Allies develop new relationships with people who share the values of equity and inclusion. They make new personal and professional connections within their community.</p> <p>Allies report that practicing allyship helps them in their own personal growth, including greater awareness and new skills. Some say it gives them a sense of belonging, purpose, and meaning. Others say it gives them opportunities to live according to their personal values.</p> <p>Practicing allyship also provides the opportunity to inspire others to do the same, in turn creating a more equitable and inclusive community.</p>
7	The Accountable Ally	The Accountable Ally
8	What Allyship Is and Isn't	There are some common missteps in allyship work that are useful to examine. Doing so will help potential allies understand how to be effective allies.
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15	Listening, Not Telling	<p>Allyship is developing trusting and authentic relationships with members of marginalized groups and listening to them.</p> <p>Allyship is not taking action on behalf of marginalized people in isolation from their actual needs and wishes.</p>
16	What Telling Looks Like	<p>In the face of perceived inequity, allies may feel passionate about taking action.</p> <p>But unless they are listening carefully to marginalized people, allies may end up acting on assumptions, misrepresentations, and generalizations instead of the actual needs and wishes of the marginalized person or group.</p> <p>This can lead to allies telling marginalized people how they should feel or act, allies giving unwarranted or misguided advice that doesn't account for lived experiences, and allies imposing on spaces purposely set aside by marginalized groups for themselves.</p>
17	What Listening Looks Like	<p>If an ally finds themselves or someone they know taking actions to support marginalized people without listening to them, they should make a point to listen and to encourage others to listen.</p> <p>Allies listen effectively by reminding themselves to question their assumptions and expectations, hold off on judgements, and aim to understand perspectives and experiences that may be very different from their own.</p> <p>With effective listening comes trust, mutual understanding, and a safe environment conducive to collaborative problem-solving.</p> <p>From there, allies can offer suggestions for how they can be supportive, based on what they're learning about inequity and privilege.</p>
	Video: Listening, Not Telling	<p>student6_7:20: I guess people can be better allies, just maybe listening more and also not making assumptions about me...student6_9:41: ...Not everything is going to make sense to them at first especially because they haven't experienced some things. So I think that listening is very, very important when trying to be an ally...</p> <p>student5_17:53: They had big conversations with members of administration and various Black leadership clubs or Black clubs or Latino clubs, things like that, ethnic groups, and they would try to have conversations...the university vice president and other important people went and actually just listened instead of talked.</p> <p>student4_12:55: it was really intriguing for me because starting off, the only identities that I knew were straight, gay and maybe bi, and that I know the additional stuff that had been added. So by really attending those meetings and talking with a lot more people that identify as being a part of the LGBTQ community, I realized that, wow, I thought I knew everything that had to do with that type of community, but I didn't. And so it was just essential for me to go in and not assume anything...</p>
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34	Allyship Scenario	Now that you've made your allyship plan, let's take a look at an allyship scenario and apply the concepts and skills presented in this course.												
35	End-of-Course Assessment	<p>The scenario in the first course in this series, <i>Becoming an Ally</i>, continues here. Marisol has prepared to pitch some of her collected stories about Latinx people to the editor while Rob took some time to learn more about the history of myths and stereotypes often applied to Latinx people.</p> <p>Consider what you've learned about being an accountable ally and a resilient ally. If your choice leads you to restart, it will bring you back to that event to choose again. When you're done, click "Next" to continue.</p> <table border="1" data-bbox="414 609 1534 1165"> <tr> <td colspan="2" data-bbox="414 609 1534 808"> <p>Panel 3: In the pitch meeting, Marisol says, "I think it would improve the quality of our work if we considered some of these stories I found. They reveal some of the more nuanced aspects of the Latinx experience." When the editor reviews them, he says, "These just aren't going to catch anyone's eye. They're not of interest to our mainstream audience." As an accountable ally, Rob should</p> </td> </tr> <tr> <td data-bbox="414 808 917 966"> <p>step in and say, "What Marisol is saying is that our existing posts perpetuate myths and stereotypes about Latinx people."</p> </td> <td data-bbox="917 808 1534 966"> <p>The editor responds, "Interesting. I'd like to hear more of your thoughts on this issue, Rob. But we'll have to table it for now." [Restart]</p> </td> </tr> <tr> <td data-bbox="414 966 917 1165"> <p>wait for Marisol to respond to the editor before adding his thoughts.</p> </td> <td data-bbox="917 966 1534 1165"> <p>Marisol says, "I picked these out because, as a Latina, I know the stories we have right now offer an exaggerated and narrow view of my culture. I don't think they serve us or our readers well."</p> </td> </tr> </table> <table border="1" data-bbox="414 1197 1534 1732"> <tr> <td colspan="2" data-bbox="414 1197 1534 1365"> <p>Panel 4: In response to Marisol, the editor says, "No offense, but we don't have the time or space to include everyone's personal agendas." Before Rob or Marisol has a chance to respond, he says, "Let's move on." After the meeting, as a resilient ally, Rob should</p> </td> </tr> <tr> <td data-bbox="414 1365 917 1564"> <p>tell Marisol, "That was rough. I guess there's nothing we can do to change his mind. I'm worried you're going to receive some backlash from this. Maybe you should lie low for a while."</p> </td> <td data-bbox="917 1365 1534 1564"> <p>Marisol responds, "I can't sit back and watch my culture be misrepresented day after day. You don't have to worry about helping me with this anymore." [Restart]</p> </td> </tr> <tr> <td data-bbox="414 1564 917 1732"> <p>tell Marisol, "This is pretty frustrating. Maybe hearing from more voices would force the editor to look at this issue again."</p> </td> <td data-bbox="917 1564 1534 1732"> <p>Marisol tells Rob, "Yes, I agree. That's a great idea. I'll email you with some ideas for getting people together to discuss this further."</p> </td> </tr> </table> <p>Congratulations! You helped Rob through his first allyship experience.</p>	<p>Panel 3: In the pitch meeting, Marisol says, "I think it would improve the quality of our work if we considered some of these stories I found. They reveal some of the more nuanced aspects of the Latinx experience." When the editor reviews them, he says, "These just aren't going to catch anyone's eye. They're not of interest to our mainstream audience." As an accountable ally, Rob should</p>		<p>step in and say, "What Marisol is saying is that our existing posts perpetuate myths and stereotypes about Latinx people."</p>	<p>The editor responds, "Interesting. I'd like to hear more of your thoughts on this issue, Rob. But we'll have to table it for now." [Restart]</p>	<p>wait for Marisol to respond to the editor before adding his thoughts.</p>	<p>Marisol says, "I picked these out because, as a Latina, I know the stories we have right now offer an exaggerated and narrow view of my culture. I don't think they serve us or our readers well."</p>	<p>Panel 4: In response to Marisol, the editor says, "No offense, but we don't have the time or space to include everyone's personal agendas." Before Rob or Marisol has a chance to respond, he says, "Let's move on." After the meeting, as a resilient ally, Rob should</p>		<p>tell Marisol, "That was rough. I guess there's nothing we can do to change his mind. I'm worried you're going to receive some backlash from this. Maybe you should lie low for a while."</p>	<p>Marisol responds, "I can't sit back and watch my culture be misrepresented day after day. You don't have to worry about helping me with this anymore." [Restart]</p>	<p>tell Marisol, "This is pretty frustrating. Maybe hearing from more voices would force the editor to look at this issue again."</p>	<p>Marisol tells Rob, "Yes, I agree. That's a great idea. I'll email you with some ideas for getting people together to discuss this further."</p>
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