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Ally to Accomplice:

Are You Ready for the
New Wave of Allyship?

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(co-created by Jessica Thompson)

Who are you?

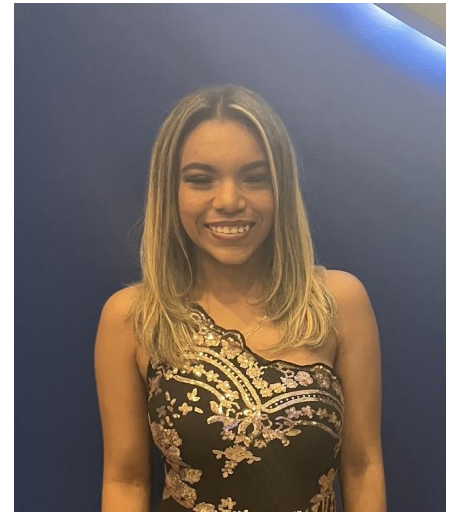
What brings you to this workshop?

Put in chat!



Faustina

- Owner of FC DEI Consulting, LLC
- 10 years- DEI Work
- Higher Ed Background
- Currently in Gov't doing DEI



Jaychele

- DEI Intern and Marketing Strategist
- Social Justice Activist
- DEI Major @ Bentley University
- DEI Intern @ Extreme

Community Guidelines

- Use “I” statements to reflect your own story and experiences
- We all have multiple identities that should be honored and validated (and sometimes are not visible)
- We can create a space for meaningful and transformative dialogue if everyone is present and engages
- Communicate your needs
- Practice confidentiality
- Respect differing opinions
- Assume good intentions

Survey Observations

- Almost everyone that filled out the survey said:
 - They know what an ally is
 - Want to learn more
 - Want to be a better advocate to marginalized groups
- Many that filled out the survey feel:
 - They don't know how to intervene in the face of injustice (even if they want to)
 - They are not sure what an accomplice is or what they do

Why Does this Matter?

- Our world is evolving and changing
- Our community is diverse across race, gender, ability and sexual orientation (to name a few)
- We have a responsibility to build inclusive and safe spaces , **but also spaces of belonging**
- **We have a responsibility to be upstanders**

TERMINOLOGY

INCLUSION
VS.
BELONGING

Image credit:

Dr. John A. Powell
Conference on
Othering & Belonging
Oakland, CA



Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools and assistance



Equity

Custom tools that identify and address inequality



Justice

Fixing the system to offer equal access to both tools and opportunities



The world we aspire to



ALLY  **ACCOMPLICE**

What is the difference?

Put in chat!

Definitions

Ally: “An ally is someone who is willing to pay attention to-and take action around- the social, economic and political difference and inequalities that attend to people based on distinctions of race, ethnicity, age, class, sexual orientation, gender identity & expression, disability, religious or spiritual identity, and nationality (this is not an exhaustive list)” (University of Minnesota, Office for Equity and Diversity)

[5 Tips for Being an Ally & a trip to the Grocery Store](#)

Definitions

Accomplice: The term accomplice encompasses allyship but goes beyond to advocacy. An accomplice uses their privilege to challenge existing conditions at the risk of their own comfort and well-being. Whereas an ally might work to make changes on an individual level, an accomplice aims to tackle racial injustices on an institutional level.

-YWCA of Seattle

Minneapolis as an Accomplice

Examples

Example 1:

Ally: In light of recent violence towards women, you decide to volunteer at a local nonprofit that brings awareness to violence against women.

Accomplice: In light of recent violence towards women, you decide to join a local organization to help organize and advocate for issues facing women in the community.

Examples - Break out

Example 2:

Ally: You're at a restaurant and you hear a waitress being rude to a couple who seems to have minimal English proficiency, after they leave you approach the waitress and tell her you didn't appreciate what you heard and saw.

Accomplice: ???

CREATE YOUR OWN EXAMPLE TO SHARE WITH GROUP

Please discuss the following in breakout:

- What keeps you from being an “ideal” ally to particular marginalized groups?
- Recently, can you think of a situation where you were an ally and could have been an accomplice? What kept you from being an accomplice?
- If you were an accomplice, what did that process look like? Were there consequences for you?

Dialogue

- **Themes from the breakout– as well as thinking of the following:**
 - What makes being an accomplice challenging?
 - What are barriers to you being an accomplice in your work?
 - Where can you find support to a better accomplice?

Action Steps

- How will you hold yourself accountable to being an accomplice?
- What will you do if you get pushback?
- How will you identify other people in your network that can support you in social justice work?

***In the face of injustice,
who will you be?***

Video Accomplice

<https://www.youtube.com/watch?v=QUrDoyyJ4rQ>

Questions
or
Comments



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Social Justice Content:

Instagram: [fc_deiconsulting](#)

References

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http://www.huffingtonpost.com/jim-wallis/how-to-move-from-allies-to_b_9167356.html

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