

# *Allyship* Starts with You

## Key Terms – “activism language”

Allyship is the process where someone with privilege and power seeks to learn about the experiences of a marginalized group of people and develops empathy for the group of people. Ally is not a title, it is a verb.

Anti-racist: taking stock of and eradicating policies that are racist, that have racist outcomes so we can move towards a much more egalitarian, emancipatory society.

Privilege is special rights, advantages, access or immunity that are granted or available to only a particular person or group. An example of privilege is being able-bodied or having access to running water.

White Privilege speaks specifically about the special rights, advantages, access or immunity that are granted or available to White people. An example of White privilege is leaning about White people in general historical curriculum and being able to easily arrange to be around other White people all of the time.

Racism: discrimination rooted in social and institutional power combined with racial privilege. Racism operates on a system of advantage where discrimination is directed toward people without access to said advantages based on their race. Racism is based on the belief that the race with social and institutional power is superior.

Systematic: Thorough, methodical and intentional actions or steps as a part of a system

Systemic: Widespread policies and practices entrenched in established institutions or systems

Whiteness: is about how white people, communities and culture are seen as “correct” and valued above others leading to unfair and unequal advantages and access to resources and opportunities compared to Black, Indigenous and other people of color.

# Change Your Perspective

## 1. UNIQUE ACCESS: WHAT CAN ONLY YOU DO?

Your job is to identify how you are uniquely positioned to impact change that creates a culture of belonging for everyone.

## 2. ENHANCE YOUR STANDARD

Where did you get that standard? Who made sure there is equity in the system? How do you know the standard you adhere to is right?

## 3. PRIORITIZE DISCOMFORT

Be willing to prioritize being uncomfortable and prepare yourself to manage the emotions and resistance that arises because of it.

## 4. LEAN INTO EXPOSURE OPPORTUNITIES

The best way for you to see the world the system has hidden from you is to be intentional about entry points – look for opportunities to see new realities without casting judgement

### Learning More

#### Podcasts:

- ASHA Voices – Language and Identity: Shifting away from a deficit perspective on African American English
- Code Switch – Respect Yourself
- The Daily – The History and Meaning of Juneteenth
- The Daily – Counting the Infected

#### Documentaries:

- The Color of Fear (YouTube)
- 13th (Netflix)

#### Feature Films:

- The Hate You Give (YouTube \$3.99)
- Just Mercy (Amazon)