

Allyship

AWARENESS

Definition

Allyship is an active commitment of using privilege to support marginalized groups through access and opportunities. All of us can be an ally. White women can be allies to people of color, people of color can be allies to Black people, men can be allies to women, cis gendered women can be allies to the LGBTQ+ community, able bodied people can be allies to people with disabilities and so on.

ACCOUNTABILITY

A successful industry has people in the workplace match representation in the city/country/region they live in. To achieve this we need to understand the importance of allyship for marginalized groups. This means understanding the journey from an ally, to an accomplice, to a co-conspirator. Being an ally means you show up when it's convenient. Being an accomplice means taking a risk. Being a co-conspirator means deciding to go into risk proactively.

Learnings

1. Allyship is a spectrum
2. Allyship is authentic not performative
3. Allyship is embedded in day to day workplace practices.

Recommendations



A privilege [wheel](#) allows us to understand our identities as dominant or oppressed. Privilege doesn't mean we didn't work hard, it means we have had access in ways others have not. Once we discover our privileges, acknowledge what we have and do something with what we have. Allyship is an opportunity for change.



We live in an informational age. Use our vast number of resources to inform ourselves on anti-Blackness, racism, and discrimination and engage in learning beyond checklists toward complex understandings of history, people, and language. It is not the job of the oppressed to educate the oppressor. If we make mistakes, acknowledge them, apologize for them and learn from them. The impact of your actions matters more than the intent of your actions.



We must commit to publically denounce and dismantle overt and covert anti-Blackness, racism, and discrimination. We must also commit to amplifying the voices and centering the experiences of marginalized groups among decision makers and at tables of influence. This is done by taking a back seat instead of a front seat and creating access before rewarding meritocracy. If you don't know what to do, ask.

ACTION



Diversity is not a problem to solve, and marginalized groups do not need to be saved. Don't tokenize us and expect us to improve a brand. Give us time to grieve, space to create, and opportunities to perform. Understand how power is interwoven inside and outside workplaces and is wielded individually and collectively. Remember there is no magic wand to fix systemic oppression. Change happens one person at a time.



Ask ourselves, what is our scope of influence and what are we willing to give up in time, money and resources? Will we donate our wealth, risk our reputation, share our microphone, pass our opportunities, mentor our teammates, cast our votes, and align our values? Most importantly, how will we push through discomfort and have hard conversations in our hearts, with our families, and in our communities?

Finally, we don't get to decide if we are an ally. Others do.