

Opening/Greeting: Table Content Overview

At this table, we will discuss:

- What is allyship
- Identify groups who have systemic power
- Identify groups who are systemically disempowered
- Why allyship is important
- Go over examples of allyship in the workplace
- How to start allyship

Open Discussion

To generate conversation, ask individuals at the table:

- How would you define “allyship”?

Provide Formal Definition

Allyship is a lifelong process of building relationships based on trust, consistency, and accountability with marginalized individuals and traditionally oppressed groups of people. Allyship is an active, consistent, and intentional practice of unlearning and re-evaluating, in which a person holding systemic power seeks to end oppressions in solidarity with a group of people who are systemically disempowered.

→Allyship is an active practice that requires action.

→Allyship requires an understanding and self-awareness around power and privilege.

→Allyship’s purpose is to achieve equity and inclusion.

→Allyship requires us to hold ourselves accountable to advancing marginalized people’s needs.

Table Activity

Supplies: Two Flip Charts and Markers

Directions: Split table in two groups. Ask one group to identify groups of people with systemic power. Ask one group to identify groups of people who are systemically disempowered. Each group should select a scribe and write their answers on flip chart paper. Allow 15-20 minutes for the activity and have an open discussion on how they came up with the answers.

Why is Allyship Important

As an “ally”, you can stand up for the equal and fair treatment of people different from you, by being an effective and powerful voice for those who are underrepresented. Allies are important for several reasons. One crucial component involves **recognizing your own privilege and using it**

to influence inclusion and call out or challenge behavior perpetuating bias and systematic oppression based on race, gender, religion, sexual orientation and ability. Overall, Allyship is when the members of an “in” group advance the interests of an oppressed or marginalized “out” group.

Examples of Allyship

- White male executives can be allies to women of color who want to reach the same position in their careers.
- Cisgender employees can be allies to colleagues from the LGBTQI+ community.
- People from privileged backgrounds can be allies to those who lack the same economic stability and opportunities.

Discussion: Ask for someone to provide an example from their organization.

ABC Model of Allyship

Appreciate Inclusion

Build for an Inclusive Climate

Champion Change

Discussion: Ask why each of the steps are important after going over them.

5 Steps to Become A Better Ally at Work

Go over the steps.

1. Understand Privilege
2. Stop & Listen
3. Ensure All Voices Are Heard
4. Be A Change Agent
5. Thrive Together

Open Discussion/Close Out

Ask individuals at the table the following “take-away” questions:

Think how you can be an ally?

Think about how your organization does or doesn't promote allyship?

If there is enough time left, then we can have a discussion as a group.