

THE POWER OF ALLYSHIP: WHAT DOES IT LOOK LIKE FOR YOU?



GETTING INTO THE ALLYSHIP CONVERSATION.

Looking to continue this discussion?

We're providing a few questions that you can use to continue examining your ideas and feelings about allyship in an effort to help you clarify and refine your engagement plan.

Remember: This conversation is always evolving, so keep talking!

For people who are allies:

1. What was the spark that ignited you to be an Ally? (Please talk about the group to which you are an ally here, e.g., "I'm Maria, and here's what sparked me to become an ally to the African American community...")
2. Name one key thing you've learned as an ally.
3. Any insights on things you've learned about your ally journey? What barriers did you face?
4. Talk about a time that you stepped up as an ally and felt that it helped move the needle forward.
5. Discuss a time when you didn't get your ally work right. What happened? How did it feel? What has it taught you moving forward?

For people seeking to engage allies:

1. How do you define the term when people ask you what it means?
2. What are your expectations for allies – in other words, what are your bottom lines (e.g., "I expect that allies will always...")
3. What have you learned about engaging allies – what works, what doesn't, why?
4. Can you talk about a time when you needed an ally and didn't have one? What about when one showed up – how did that look/feel?
5. How do you handle it when allies don't get things right?
6. Talk about a time where the intersection of identities presented an opportunity to develop allies. Were there challenges? Were there surprises? How did it change the way you look at this issue?
7. Is there an element of self-care in ally engagement? What does it look like for you?