

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



ALLYSHIP.

Everyone's talking about it, but what does it really entail? What does it mean? And for allies to self-identify and become engaged, what do we need to do?

Obviously, it takes more than one conversation to really understand what allyship means for your community. These questions are designed to start the discussion and help provide next-step direction.

WHAT ARE WE TALKING ABOUT WHEN WE SAY "ALLY"?

Allies are powerful people, but understanding what separates the people who say the word from the people who actually do the work is at the heart of PFLAG's ally engagement program. As you start your ally engagement work, try thinking about allies as people who possess these three characteristics:

- **Allies are willing to learn:** Great allies don't know everything, but they are people who express a real, active, and authentic commitment to learning what they'll need to think and behave like allies to people who have different experiences from them.
- **Allies face (and break through) their barriers:** There are countless reasons why someone might not show up as a great ally when they're needed. Some are pretty common – like not liking the prospect of encountering conflict – while others may be more personal to each individual. Allies are willing to examine what their barriers are, name them, and commit to breaking through.
- **Allies take action.** Allies are active participants in changing the world. Whether the action they take is public (like joining an employee resource group) or more private (the conversations they choose to have), allies are doing things, not just embracing a title.
- **Allies are diverse.** There are endless ways for us to show up as allies. Great allies understand we all have the power to building inclusion using our best talents.



In other words, what are some of the points of accomplishment for people to reach (e.g., being familiar with terminology, being willing to initiate conversations, etc.)



What do you think allies will need to hit these goals? (And how will you know that what you think people need is what they really need?)



You may not be happy to know what's holding people back, but once you do, you can help work through the issues to active allyship with education.
