

# 6 TOOLS FOR ALLYSHIP

Individual and Institutional Strategies for For Change

**Prepared by LaMisha Hill, PhD**

June, 2020

## About 6 Tools for Allyship

In the late Spring of 2020 the pandemic of COVID-19, Anti-Black racism, and police violence collided. The COVID-19 death rate in the US claimed over 100,000 lives, disproportionately impacting Black and Latinx communities, and further revealing well research health disparities faced by vulnerable populations.

In parallel, the ongoing crisis of police violence claimed the lives of Mr. George Floyd (MN), Mr. Ahmaud Arbery (GA), Ms. Breonna Taylor (KY), Mr. Tony McDade (FL), Mr. David McAtee (KY), and others. Through global demonstrations, The Black Lives Matter movement was amplified on an international scale.

This collective awakening found its way beyond individuals and into schools, organizations, and corporations. In addition to expressing commitments for solidarity, people were continually asking, "What can I do?" and "How can I be a part of the solution?".

While well established, the concept of allyship continues to be an effective pathway for guiding individuals in social justice, equity, and inclusion. The tools presented are adopted from Griffin & Harro's "*Becoming an Ally*".

I hope that you find this, along with many other tools, helpful in your journey.

-LaMisha Hill, PhD

## ALLYSHIP DEFINITION

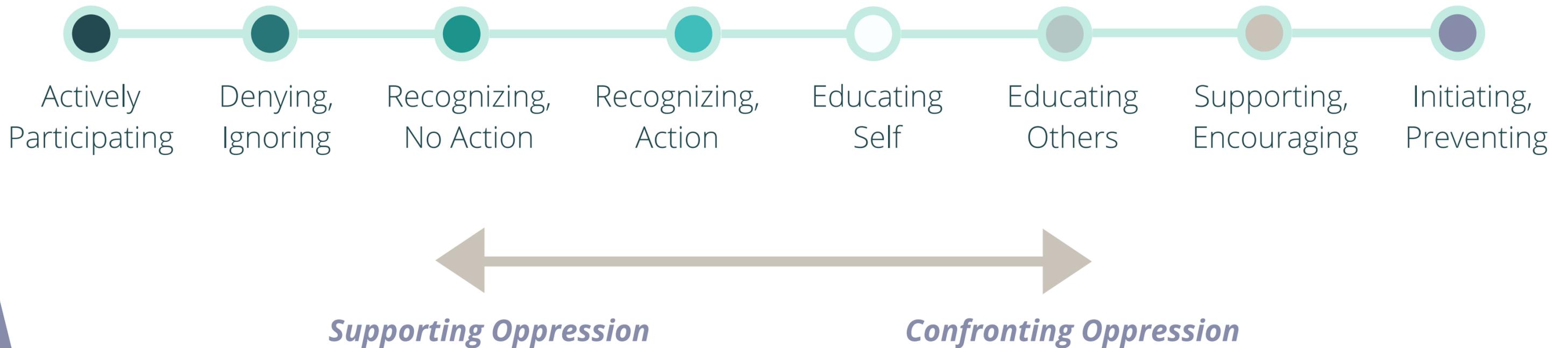
- Allyship is an active, consistent, and ongoing practice of unlearning and re-evaluating, in which a person in a position of privilege and power seeks to operate in solidarity with a targeted group.
- Practicing allyship is not linear or constant and requires ongoing self-reflection and learning.

*Source: Anti-Oppression Network*



# ALLYSHIP ACTION CONTINUUM

In practice, allyship can take on many forms. When placed on a continuum (or spectrum) allyship can range from behaviors that support oppression to behaviors that confront oppression.



# 6 TOOLS FOR ALLYSHIP



**Recognizing,  
Action**



**Educating  
Self**



**Educating  
Others**



**Supporting,  
Encouraging**



**Initiating,  
Preventing**



**Leadership  
Strategies**



## RECOGNIZING, ACTION

In this stage, an individual is aware of how forms of oppression and show up in themselves, in various spaces, and in systems. With this awareness they move allyship into action.

### Simple Strategies for Allyship:

- **Check-In:** Reach out to family, friends, peers, and colleagues who might be most impacted by acts of oppression or harm; Reflect in advance on ways that you can support and show up with an "offering" rather than just asking "How can I help?"
- **Uplift** Anti-Oppression & Social Justice Orgs on Social Media: Follow and re-post/share information and messages from social justice organizations.
- **Show your Support:** Wear buttons, stickers and other symbols of support. Add quotes of solidarity or images to your social media and online presence (profile picture, zoom background, handles, etc., )



## EDUCATING SELF

Take actions to learn more about oppression and the experiences of those you aim to be in solidarity with.

### **Strategies for Learning:**

- Read books or articles, and listen to podcasts that address social justice, equity, and lived experiences for specific communities
- Attend trainings, webinars, and social action events (In person or virtual)
- Take the implicit associations test ([implicit.harvard.edu](https://implicit.harvard.edu)), learn more about biases you may have, and engage in critical self-reflection to better address unconscious bias



## **EDUCATE OTHERS**

Move beyond only educating yourself to sharing information and engaging in dialogues with others.

### **Strategies for Educating Others**

- Be courageous and address bias and microaggressions ("call in" vs "call out")
- Share insights with family, friends, and professional teams; invite others to join you for trainings/webinars
- Start conversations about diversity, equity and inclusion with people in your social network (e.g., family, friends, organizations, etc.)



## **SUPPORTING, ENCOURAGING**

Support others who are actively engaged in equity, inclusion and social justice work.

### **Strategies for Supporting, Encouraging**

- Join, partner with, or support a community-based organization
- Join a campus or professional equity and inclusion group
- Support business and artists engaged in equity work



## **INITIATING, PREVENTING**

Take initiative and work to change individual and institutional policies that reinforce inequity.

### **Strategies for Initiating, Preventing**

- Organize in partnership with the community that you aim to be in solidarity with
- Center the voices and needs of those who you are advocating for
- Contribute to legislation and policy changes
- Explore ways to proactively share your unique skills, resources and talents (e.g., social media/marketing, website design, writing, etc.)



## **LEADERSHIP STRATEGIES**

Individuals in leadership positions (e.g., managers, supervisors, department chairs, etc.) have additional responsibility in ensuring that equity is central to your area of service and that your team members are able to work in inclusive environments. When significant events occur (such as acts of violence/harm targeted to marginalized communities or internal events that negatively impact a climate of inclusion), take proactive steps to address it.

### **Strategies for Leadership**

- Use your voice and acknowledge the significance of what has occurred
- Reflect on your departmental commitments to diversity, equity, and inclusion
- Identify opportunities to further your commitments
- Identify opportunities to implement policies to promote structural change
- Consult and partner with DEI experts

# ADDITIONAL ALLYSHIP RESOURCES

- [The Anti-Oppression Network: Allyship](#)
- [Article: Allyship \(& Accomplice\) by Michelle Kim](#)
- [A Guide to Allyship: Open Source Guide](http://guidetoallyship.com) (<http://guidetoallyship.com>)

## **ABOUT LAMISHA HILL**

Dr. LaMisha Hill is a Licensed Counseling Psychologist and skilled diversity consultant. She is passionate about social justice, advocacy, and equity. Anchored in the Spirit of Service, LaMisha works collaboratively to help individuals and organizations move towards their values of inclusion. Her skilled services include strategic planning, education and training, individual coaching, facilitating healing spaces, and keynote speaking.

contact: [drlamishahill@gmail.com](mailto:drlamishahill@gmail.com)

