

ALLYSHIP



A COMPASSIONATE

ANTI-RACISM

RESPONSE

CBAC LEADERSHIP CIRCLE
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Allyship:

...the state or condition of being an ally; maintaining a respectful and supportive association with another person or group. An 'ally' is someone who is not part of a marginalized group, that works to support, uplift and work towards justice for that group.

Anti-Racism:

...the active and continuing process of identifying and eliminating racism by changing systems, organizational structures, policies, practices and attitudes, so that power is redistributed and shared equitably. It is the active state of working to make things better!

Systemic Racism:

...refers to how racist ideas are built into the very systems of how our society operates – it can include everything from laws to hiring practices to our educational systems.

White Privilege/White 'Skin' Privilege:

An unquestioned and unearned set of advantages, entitlements, benefits and choices bestowed upon people solely based on the color of one's skin and/or perceived superiority of one's race

Unconscious Bias:

Also known as 'implicit bias' - it is prejudice or unsupported judgments in favor of or against one thing, person or group, as compared to another, in a way that is considered unfair. As a result, certain people benefit and other people are penalized

Microaggressions:

Microaggressions are the everyday slights, indignities, put downs and insults that people of colour and those who are marginalized, experience in their day-to-day interactions with people. Microaggressions might seem like a compliment or a joke but contain hidden insults.

Sources: Canadian Race Relations Foundation (CRRF) ; Ontario Anti-Racism Secretariat;
Equity, Diversity and Inclusion, www.vanderbilt.edu/diversity/unconscious-bias/;
CARED – Calgary Anti Racism Education, www.aclrc.com/white-privilege;
Melanie Woods, "What Does 'Systemic Racism' mean?
20 Terms to Help You Understand Allyship, www.huffingtonpost.ca

Allyship – ‘Becoming’ An Ally ...

“Open Wide Your Heart” ... 2 Corinthians 6:11-13 – It’s a Heart Matter!

Step outside of your Comfort Zone

Educate Yourself on Racism

Be Sensitive to the Needs of Others

Examine Yourself

Identify any Racism, Unconscious Bias, Microaggressions , Resistance...

Seek Forgiveness wherever needed



Allyship – ‘Becoming’ An Ally ...

Make an extra effort to Talk to People who don't look like you

Learn Those People's 'Stories'

Engage in ongoing dialogue with Those Affected

Be Compassionate...Seek to Listen First...and to Serve

Be Patient and Allow Those Affected to Lead the Conversation

*Recognize that Racism and Violence have traumatized the Black Community...
Become an Anti-Racist!*

Have Conversations with your Organization, Peers, other Allies



Allyship – ‘Becoming’ An Ally ...

*Be Intentional about your Fight against Racism –
Get Involved wherever you can! Prayer, Protest, Advocacy...*

Acknowledge and Operationalize your White ‘Skin’ Privilege

*Become an Example that “Models the Way”**

Challenge the Processes that have perpetuated this Evil*

Encourage the Heart of your Brothers/Sisters of African Descent*

Be Willing to Stand Alone and be Criticized

Be Open to Being Changed...Forever

This is a long game...you need to be willing to stay in for the long haul!

*Kouzes and Posner, *The Leadership Challenge*, 5 Practices of Exemplary Leadership



Remember:

If we're not a part of the Solution...
We're a part of the Problem!