

Active Allyship Toolkit

KSA Ally Council
October 20, 2020

Northwestern | Kellogg

What is allyship?

Allyship is a consistent **practice** of learning (and unlearning), relationship building, and action, in which a person in a position of privilege **uses their power to support and benefit a marginalized group.**

We're glad you want to learn more. What follows are some resources to get started that will empower you to act at Kellogg and beyond.

What is allyship **not**?

Allyship is not an **identity**—it is a **lifelong process** of building relationships based on trust, consistency, and accountability with marginalized individuals and/or groups of people.

Allyship is not **self-defined**—our work and our efforts must be **recognized by the people** we seek to ally ourselves with.

Allyship is not a **performance**—it is an active and **ongoing effort**.

Guiding principles of allyship

/01

We can't all be articulate all the time

It's normal to feel hesitant about participating for fear of saying the wrong thing. We encourage you to participate anyway, even if you don't think you have the perfect words to express your thoughts. **Kellogg is the place to try things out.** Even if you "mess up", we can work on the language together.

/03

Reflect on the past, then aim for action

Conversations about allyship will necessarily reflect on past experiences at Kellogg and earlier, but need to focus on opportunities to **move forward and grow** with active intents.

/02

No one knows it all; together we know a lot

In any conversation, especially ones about systemic power (race, class, gender, etc.), we know that each person comes to the conversation with different levels of lived experience and embodied expertise. **Practice being humble**, and look out for what we can **learn from each other**.

/04

Acknowledge that intent \neq impact

Sometimes we say or do things that cause unintentional harm. But when we avoid responsibility by pointing to our good intent, that can cause more. Instead, let's acknowledge that the intent and impact of our actions are different things, and **take responsibility** for any negative impact we may create.

Getting started

Strategies to get started



/01 Vote

Educate yourself about politics in the country and region you're living in. If you're a US citizen, vote for politicians that support the rights of oppressed and marginalized groups – BIPOC, LGBTQ+, women, people with disabilities, Muslims, etc. Even if you can't vote, educate yourself about the issues, volunteer on down-ballot campaigns, encourage friends to vote, circulate and sign petitions, and ask questions – don't be afraid to participate!

Resources

1. [Vote America](#)
2. [Human Rights Campaign](#)
3. [BLM's #WhatMatters2020](#)

/02 Learn your history

We can't fully appreciate modern problems without understanding the context. Learn the history of your home (whether that's 10 or 10,000 miles away) and in your new context. Educate yourself about the interplay of politics, gender, sexuality, race, and other identities. Learn and unlearn.

Resources

1. [List of must-reads for queer history](#), and [another](#), and [some films](#)
2. [Racial justice reading list](#), and [another](#), and [some films](#)
3. There are **so** many curated lists out there to help you find books, movies, podcasts, and more for any issue – don't be afraid to Google!

/03 Improve your language

Use words thoughtfully, mindfully, and intelligently. Language has the power to shape and define experiences, so be aware of how your words impact others and educate yourself on the best language to use.

Resources

1. [Human Rights Campaign glossary](#)
2. [Racial equity glossary](#)
3. [Allyship and accountability glossary](#)
4. [Diversity glossary](#)

/04 Vote with your wallet

Every dollar has the potential to send a message to the market and contribute to a more just economy – if you're intentional about where you spend it! Seek out minority-owned businesses (especially local ones) and/or companies that support the values of allyship.

Resources

1. [Vote with your dollar – consumer activism](#)
2. [Chicago list of minority and women-owned companies](#)
3. [Black Business Consortium Evanston](#)
4. [Brands supporting Pride Month 2020](#)
5. [Companies that support BLM](#)

/05 Diversify your media

Find news sources and social media personalities who embody intersectional leadership. Incorporate them into your daily routine or regular follows, and recommend them to your friends. The more you see and hear their stories, the more this movement will become ingrained in you.

Resources

1. [LGBTQ+ Activists, Artists, and Storytellers](#)
2. [Black Lives Matter Accounts to Follow](#)
3. [Bitch Media](#)

/06 Donate

If you have the capacity, donate to causes you support. You might prefer to align yourself with national or international organizations with broader reach, or choose smaller, regional or hyper-local organizations that will put your money to work in your immediate community. It's deeply personal – explore!

Resources

1. [LGBTQ+ Organizations](#)
2. [Anti-Racist Organizations](#)
3. [Women's Organizations](#)
4. [ACLU](#)

/07 Understand intersectionality

Intersectionality recognizes the connectedness between marginalized identities like race, class, gender, sexuality, religion, ableness, nationality, etc. Remember that everyone is an ally for someone else: A queer man can be an ally to women, a white woman can be an ally to BIPOC, a cis-gender disabled person can be an ally to a trans person and vice-versa. And so on.

Resources

1. [Intersectional Racial Justice](#)
2. [LGBTQ+ people are the natural allies of BLM](#)
3. [Kimberlé Crenshaw's Guide on Intersectionality](#)

/08 Mobilize

Protest, volunteer, join clubs (like P@K as a Section Ally or KSA's new Ally Council!)

Resources

1. Talk to P@K's Ally Team (Margot Dale, Kristen Klein, and Michael Koziara) and/or KSA's Ally Council (Tracey Fetherson, Olaniyi Jinadu, Kristen Klein)
2. [Volunteer Evanston](#)

/09 Step up and use your privilege

Train yourself to notice oppression and microaggressions and respond accordingly. If you hear a classmate or professor get it wrong, call it out (and don't wait for the BIPOC or LGBTQ+ person to have to do so). Continue to reflect on your actions as you evolve. Allyship is not a destination or one-time action, it is an active state of being.

Resources

1. [Amplifying Voices](#)
2. [Allyship Journey](#)
3. [Allyship Checklist](#)
4. [How to call out racial injustice at work](#)

/10 Listen. Make mistakes. Keep trying.

We will not get it right the first time, and that's okay! Don't shut down. Be sure to reflect on what you did right and wrong. Continue to work on your own understanding. Listen to those around you.

Remember the guiding principles of tackling allyship:

/01 We can't all be articulate all the time

/02 No one knows it all; together we know a lot

/03 Reflect on the past, aim for action

/04 Intent \neq impact

Immediate actions to take at Kellogg

/01 Update your **pronouns** on Slack and Zoom

/02 Join channels related to allyship and feel empowered to **post and engage** (for example, #bma_allies, #pak_section_allies)

/03 Make a **personal goal** to attend at least one **event** for each affinity club each quarter – especially ones that are out of your comfort zone (*shoutout to BMA's Conference next week and remember it's not too late to get involved in Drag TG, now on November 6!*)

/04 Speak out when you notice an issue – if a course or professor has issues with representation, write it in your TCEs and don't assume someone else will

Final note

This is not exhaustive!

This toolkit was created by flawed human beings on their own journey of allyship. This is not exhaustive, and is meant to be a living document to be added to and edited.