



# The Difficult Conversation: Race and Social Justice in America

Stand, Speak, & Support: Being an Ally for Others

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# Overview

## Focus of the Workshop:

- Alliance building around social issues and concerns that have an impact on our UD community.
- This workshop will discuss how we can all participate in creating a more inclusive campus environment.

## Implemented solutions:

- Strategies and tools for being an ally.

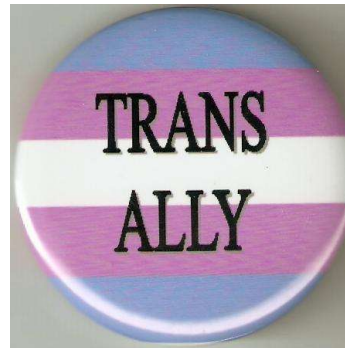
## Questions and Discussion

Please help yourself to lunch!



## What does it mean to be an ally?

CHANGE ATTITUDES.  
CHANGE BEHAVIORS.  
CHANGE DIRECTIONS.  
CHANGE LIVES.  
CHANGE POLICIES.  
CHANGE VOICES.  
BE AN ALLY.  
BE THE CHANGE.



[https://www.youtube.com/watch?v=\\_dg86g-QIM0&noredirect=1](https://www.youtube.com/watch?v=_dg86g-QIM0&noredirect=1)



# What does it mean to be an ally?

- “An ally is a person who wants to fight for the equality of a marginalized group that they are not a part of.”
- We need your help building this house, but you probably should listen so you know what to do!





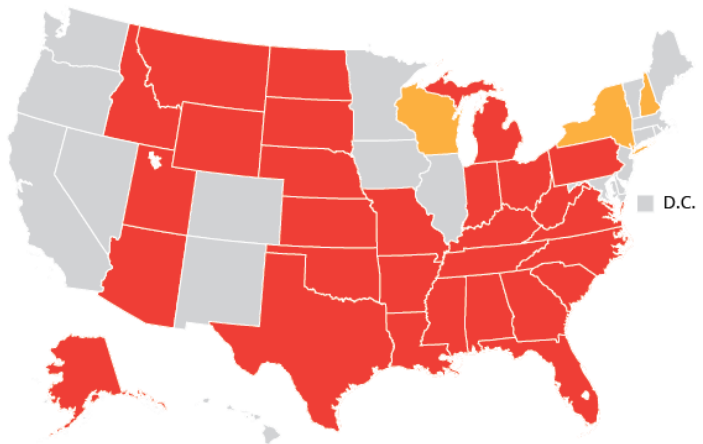
## Tip 1: Understand Your Privilege

- Privilege does not mean that you are rich, have an easy life, you've never had to struggle ...

It means there are some things in life you'll never have to experience just because of who you are.

### Where You Can Be Fired For Being LGBT

- State-wide employment non-discrimination law covers sexual orientation and gender identity
- State-wide employment non-discrimination law covers only sexual orientation (not gender identity)
- State-wide employment non-discrimination law **does not** cover sexual orientation or gender identity



Source: ACLU

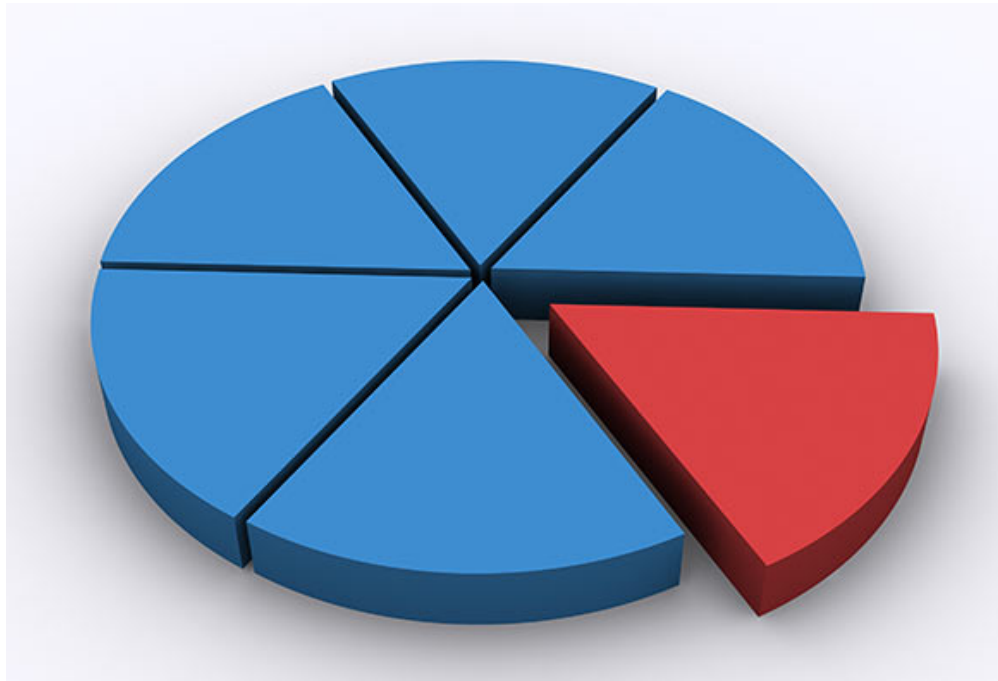
THE HUFFINGTON POST





# Understanding Your Privilege

- Before you can fight for the rights of others, you have to figure out what rights you have that others don't.





## Tip 2: Listen and Do Your Homework

- Zip your lip! You can't learn if you're talking.
- Use the internet, social media, google to learn what people are feeling. If you are privileged in this area, you'll never have to experience it – so you can't know how they're feeling. LISTEN to them so you can be a better ally.
- Get caught up on the issues that are important to the community that you want to support.







Funny how people called her racist, but if anything I would say getting your hair done that way is a show of appreciation for the style and culture. Her response was perfect.



## 12-Year-Old White Girl Gets Harshly Criticized for Showing Off Her Blonde Box Braids on Social...

12-Year-Old White Girl Gets Harshly Criticized for Showing Off Her Blonde Box Braids

[REDACTED] is just as guilty as the girl. Guess I'm totally exploiting back culture by having dreadlocks. People and societies evolve. There is so much mixture in America, let alone the world as a whole. Get the fuck over it.  
January 24 at 5:02pm · 6

[REDACTED] AAAAA  
January 24 at 5:05pm

[REDACTED] I got corn rows and twists put in my hair when I was about her age by my black neighbor. My black neighbor was happy to play with my hair. I thought it looked cool, I didn't have to brush or wash or straighten my hair for like two weeks which was fuckin awesome. I guess straight people aren't allowed to like rainbows either.  
January 24 at 5:09pm · 3

[REDACTED] nce has no color.  
January 24 at 5:11pm

Kelly Perina Samanie All I'm saying is the more you want to put emphasis on our differences, the more divided we are. If you want to make friends with someone, you look for common ground.  
January 24 at 5:19pm · 1

Gary Sparks in that case break out the tequila!  
January 24 at 5:20pm

Melissa Lynn Part of equality means recognizing, honoring, and respecting the differences of others. Ignoring differences is called colorblind racism because you deny the experiences of people of color, seriously people look at yourselves. If black people feel that this girl has appropriated and exploited their culture, and you feel you have the right to tell them they can't feel that way you're fueling the differences that divide us. By saying "oh just get over it" you are effectively saying that you don't care that black people feel disrespected. You are exploiting your white privilege to silence the voices of people of color. And Kelly if white people were profiting from eating Mexican food then yes, it is appropriation of mexican culture. You're spot on. I'd recommend going to a more authentic, Mexican owned, establishment.  
January 24 at 5:23pm · 1



[REDACTED] Part of equality means recognizing, honoring, and respecting the differences of others. Ignoring differences is called colorblind racism because you deny the experiences of people of color, seriously people look at yourselves. If black people feel that this girl has appropriated and exploited their culture, and you feel you have the right to tell them they can't feel that way you're fueling the differences that divide us. By saying "oh just get over it" you are effectively saying that you don't care that black people feel disrespected. You are exploiting your white privilege to silence the voices of people of color.





## Tip 3: Speak Up, But Not Over

- Use your voice and privilege to educate others.
- Be careful not to speak over the community members that you are trying to support or to take credit for their efforts.

Is social media the right place  
for these discussions?





## Tip 4: Apologize When You Make Mistakes

- Unlearning problematic things takes time and work. You're bound to make mistakes ... and that's okay!
- Intent versus Impact
- When you get called out:
  - Listen
  - Apologize
  - Commit to Change
  - Move Forward





## Tip 5: Ally is a Verb

- Saying you're an ally is not enough, you have to do the work!
- “People of Color have no choice but to resist racism every single day of their lives. Women have no choice but to weather the storm of misogyny every day of their lives. Differently abled people have no choice but to deal with and respond to ableism every day of their lives.”

**Thus, if you truly want to act in solidarity, you cannot simply retreat into your privilege when you just don't want to engage.**



# What Stops a Bystander from Speaking Up?

- Social Influence
- Fear of Embarrassment
- Fear of Retaliation
- Diffusion of Responsibility
- Pluralistic Ignorance





## Taking Action: Bystanders

- Helpful Bystanders

- Directly intervene
- Get help
- Provide resources
- Inform supervisors of issues on the team

- Harmful Bystanders

- Instigate
- Encourage
- Join-In
- Ignore



## Taking Action: Bystander

- Basic tips:
  - Speak for yourself
  - Challenge the behavior, not the person
  - Keep your cool
  - Keep your expectations reasonable
  - If applicable, change the subject/focus of the conversation
  - Follow Up







## Taking Action: Bystander

- Before any intervention, you should first assess your risk:
  - Assess your timing— is this a good place/time to intervene? Are there others around who may change the way this is received?
  - Assess your ability to intervene – am I able to do this? Is stepping in the right thing to do right now?
  - Set your limits – how far am I willing to go? How many strategies am I willing to try?
  - Recognize that there may be unintended consequences – the person (the bully or the target) may get defensive, angry or even aggressive.



## Ally Brainstorm

- How can you as an individual be an ally?
- How can you in your role at UD be an ally (student, faculty, staff, other)?
- How can you promote ally behaviors and inclusivity in your office, organization, or community?



# Questions?

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