

DIVERSITY, EQUITY & INCLUSION RESOURCES

developed in partnership by North American Interfraternity Conference and Association of Fraternal Leadership & Values (AFLV)

Allyship

“

When something happens in the world that is wrong, don't try to move on with your life like it is right. The voice within you that says, "That is not okay" is a direct call from the basic goodness of your spirit. Pick it up. Every time. Pick it up. And stay on the line until you figure out how to help."

—Cleo Wade

DEFINE

An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.

SELF-REFLECTION ACTIVITY

Personal Motivation to take action - Think of a time when you have spoken up/ out in support of an oppressed group

- What motivated you in the moment to do so?
- What feelings did you have in that moment?

GROUP ACTIVITY

Toolkit for "Anatomy of an Ally"

STEP ONE

With a small group of trusted peers, think of a situation where you strive to be an ally. Lay out the details:

- Who is involved?
- What has happened?
- What are your concerns?

STEP TWO

Discuss or reflect on that situation at length, unpacking the dynamics and details using these 10 questions:

- What is motivating my work as an ally?
- Who or what do I aspire to be an ally to?
- How have I related to the targeted group in my work as an ally?
- Who do I view as the victims of oppression?
- What or who do I view as the problem?
- What power dynamics am I bringing to my work as an ally?
- How do I deal with my mistakes in my work as an ally?
- How are surrounding structures and systems being impacted by my



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COMMITMENT

1. Educate yourself on your own hidden biases
2. Educate others in your organization
3. Collect relevant data that shows hidden biases
4. Evaluate the "subtle messages" within your organization
5. Hold each other accountable and have leaders do the same



ADDITIONAL RESOURCES

LISTEN

[Radical Empathy and Active Allyship with Rei Lemashov](#)

READ

[Allyship – The Key to Unlocking the Power of Diversity](#)

WATCH

[A Guide to Allyship: How to Become and Ally](#)

- work as an ally?
- What is the focus of my work as an ally?
 - How do I think about privilege in my work as an ally?

EDUCATE



WATCH VIDEO: *Netflix Culture: Allyship* (RUN TIME: 2 MINUTES, 54 SECONDS)

I will/We will **Listen**

- We don't understand and can't support those in need until listening to and learning from first-hand, personal experiences.
- Listen, love and support others.

I will/We will **Learn**

- Allyship requires understanding the experience of underrepresented individuals.
- Commit to behavior change.
- Recognize your privilege while also exploring ways to use your privilege and voice to support marginalized individuals.

I will/We will **Speak Up**

- Create space and commit to lift others up who are being marginalized.
- Ensure all are represented and provided equitable experiences.
- Be the model adopting inclusive language in everyday conversations.
- See something, say something. If you see someone mistreated or objectified address the behavior immediately.

I will/We will **Apologize** when I/we **Stumble**

- We will all make mistakes throughout the journey.
- Be open to learning, apologize when you get things wrong, but don't stop. Continue the work to create a more equitable society.

ACTION



What should we/I START DOING?

List ideas/items:

- Things that are not being done but should be done
- Things to begin doing to get better results
- Things worth trying or experimenting for better results



What should we/I STOP DOING?

List ideas/items:

- Things that are not working or helping
- Things that impede or are not practical
- Not delivering desired results
- We or others dislike



What should we/I CONTINUE DOING?

List ideas/items:

- Things that are working well
- Things that we want to keep
- Worth continuing to see if they're worthwhile
- We like or need