

ALLYSHIP

3-2-1 DISCUSSION GUIDE

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3 TAKE-HOME MESSAGES

Review these messages together.

Allyship is the ongoing practice of supporting and advocating with individuals who belong to historically marginalized groups, especially those that are different from your own.

Allyship is not limited to big, public actions. It can be demonstrated through small, private interpersonal connections, which can be very impactful.

Allies know that they might make mistakes unintentionally. They welcome feedback, learn from their experiences, and make changes based on what they learned.

2 QUESTIONS TO CONSIDER

Question for **team discussion**

Share your thoughts with your team. Keep in mind some discussions may be uncomfortable, and not everyone may want to participate. That's okay.

How can we practice allyship and support people from historically marginalized groups in our community?

Question for **self-reflection**

No need to share your answer or thoughts with anyone.

What are my own privileges, and how can I use them to elevate the voices of historically marginalized groups?

1 ACTION TO TAKE AS A TEAM AND ONE TO TAKE AS A JOURNEYIST

Make a commitment together as a team to implement at least one of the suggestions below. This will be your team behavior change.

- Print out the attached poster outlining various kinds of allyship (sponsorship, champion, advocate, amplifier, scholar, upstander, and confidant) and post it in your break room for people to consider adopting one or more roles.
- Take action to support historically marginalized groups. This could include volunteering or monthly donations to local nonprofits and organizations whose work directly supports communities/causes you care about as a team.
- Commit as a team to interrupt conversations and actions that perpetuate stereotypes or harm historically marginalized communities.

Make a commitment as an individual to follow through on at least one of these suggestions (this can be private).

- Educate yourself on the past and present struggles of the groups you want to support. Seek out information created by the voices you want to ally with through books, blogs, and documentaries.
- Watch or listen to the podcast, "From Bystander to Ally," from the AAVMC's Diversity and Inclusion on Air to learn how to move from being a bystander in witnessing acts of discrimination to being an ally.
- Listen and ask questions when someone describes an experience you haven't had. Refrain from jumping in with your personal stories.

We hope that after the meeting, you will be inspired to explore allyship in greater depth, either as a team or individually. We invite everyone to check out Dr. Greenhill's recommended resources in the [Topic Overview](#).



The SPONSOR



A sponsor is an ally that vocally supports and boosts a person from an underrepresented group, especially when that person is being dismissed or ignored.

Example
If there are opportunities in your organization, recommend individuals from historically marginalized groups.



The AMPLIFIER

An amplifier is an ally that works to make underrepresented voices heard and respected.

Example
When someone has a great idea, make sure that others in the workplace hear it and give credit to that person. Whenever possible, position that person to be the one who shares the idea.

The CHAMPION



A champion is an ally who champions underrepresented groups, especially in public situations such as media and industry events, conferences, and social media to give them greater visibility to large audiences.

Example
If you notice that individuals from underrepresented groups have been excluded from certain activities, you can be a champion by advocating for their inclusion.

The ADVOCATE



An advocate is an ally who uses their power and influence to invite people from historically marginalized communities into discussions where decisions are made.

Example
An advocate will hold their peers accountable and ensure that all individuals are included.

7 TYPES OF ALLIES

You can be more than one!

Based on Karen Catlin's guide from *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces*

The CONFIDANT



A confidant is an ally who creates an environment where people from underrepresented groups feel comfortable sharing their frustrations, needs, and challenges.

Example
When a person is having an experience you haven't had, listen and ask questions. Don't try to add a personal story of your own.

The SCHOLAR

When an ally is a scholar, they do their own learning to seek out information about the discrimination that historically marginalized communities face.

Example
A scholar will look for information from credible sources to continue to grow their knowledge of diversity, equity, and inclusion topics.



The UPSTANDER



An upstander is an ally who will act when they see something that they deem wrong. They will not sit back and watch if someone from a historically marginalized community is harassed or disrespected.

Example
If you witness a microaggression, when appropriate, insert yourself in the conversation and end the aggression. Check in with the victim privately to see if you can help further.