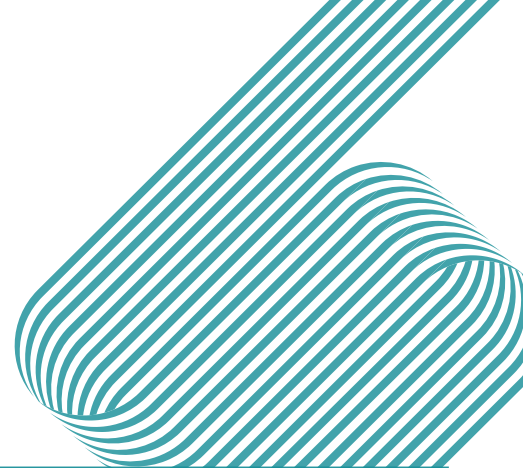


# ALLYSHIP

## NAVIGATOR TOPIC GUIDE

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### What is allyship?

The Anti-Oppression Network states that allyship is a lifelong process of building relationships based on trust, consistency, and accountability with historically marginalized individuals and/or groups of people.

### A 15-minute meeting?

The Journey for Teams educational modules are designed for a 15-minute block because veterinary workplaces are busy! We recognize that more than 15 minutes is needed to discuss allyship in the workplace in depth. After the meeting, we hope the team will be inspired to explore this topic further as a team or individually. Check out Dr. Greenhill’s resources at the end of this guide.

### Let’s begin!

Refer to the [Navigator Handbook 1.0](#) and the steps below to help you lead and facilitate discussion about allyship.

**1** To begin the meeting, welcome everyone to the room by name.

**2** Remind the group that the culture of a Journey for Teams meeting embodies engagement, open-mindedness, respect, and compassion.



ENGAGED




OPEN-MINDED



RESPECTFUL



COMPASSIONATE

**3**  Play the “Allyship” video.

**4** Read aloud the 3 take-home messages from the 3-2-1 Discussion Guide:

- **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.**

**5** Ask for 1-2 comments on the take-home messages.

Try to keep it brief to respect the 15-minute time commitment.

**6** Read aloud the 2 questions from the 3-2-1 Discussion Guide.

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

Question for the team:

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

*Spend a maximum of 5 minutes discussing the team question.*

Question for individual self-reflection:

*No need to share answers or thoughts with anyone.*

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

## The most important part of the meeting

**7** As a team, decide on **1 actionable and measurable behavior change** to implement in your workplace. Consider 1 from the list below, or come up with your own idea.

- 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.

Our actionable idea

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**8** Invite the team to self-reflect. Team members may consider and commit to **1 personal behavior change** (no need to share them with anyone).

- 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.

**9** Thank everyone for contributing, and congratulate yourselves on how much you accomplished in 15 minutes!

## RESOURCES

The Anti-Oppression Network. (2018, March 12). Retrieved May 8, 2023, from <https://theantioppressionnetwork.com/allyship/>

Catlin, K. (2019). *Better allies: Everyday actions to create inclusive, engaging workplaces*. Better Allies Press.

Greenhill, L., & Craig, L. (2019). *Diversity and inclusion on air: From bystander to ally* [Video]. YouTube. Retrieved May 8, 2023, from <https://www.youtube.com/live/PoAUqgggRk0?feature=share>

Hughes, C. *The 7 types of allies - which one are you?* Retrieved October 12, 2023, from <https://inclusiveleadersgroup.com/the-7-types-of-allies-which-one-are-you/>

Lamont, A. (n.d.). *The guide to allyship*. Retrieved May 8, 2023, from <https://guidetoallyship.com/>

Salter, N. P., & Migliaccio, L. (2019). Allyship as a diversity and inclusion tool in the workplace. In *Diversity within diversity management* (pp. 131-152). Emerald Publishing Limited.

Wong, A. (2020). *Disability visibility*. Crown Books for Young Readers.

The inclusion of resources by this author does not imply or constitute an endorsement by the American Veterinary Medical Association or the Veterinary Medical Association Executives.

## 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.