May 27 Ally Partnerships Glo Call

With Lisa and Sally

Why ally?

* Take on the struggle as your own
* Transfer the benefit of your privilege to those who lack it
* Amplify the voices of the oppressed before your own
* Acknowledge that even though you may feel pain, the conversation is not about you
* Stad up even when you feel scared
* Own your own mistakes
* Understand that your education is up to you and no one else

Be open to listening

 Be aware of your implicit biases. Google implicit biasers test

Do your history research about the struggle in which you are participating

Do you innerwork to figure out a way to acknowledge how you participate in oppressive systems

Do the outerwork to figure out how to change the oppressive systems

Do use your privilege to amplify historically supportive voices

Accept grace and criticism even if its uncomfortable

Do the work everyday to learn how to be a better ally

Say “Thanks for letting me know”

Do not assume that every member of an underinvested community feels oppressed.

Best Practices:

 Do the work to understand why being an ally is critical to Broads mission

 Discuss what you need to shift in your Broadband’s culture ie., values, practices, behaviors

Create a Group Agreement

How to create authentic relationships with people of color

 -Reachout

 Go to other groups’ events

 -listen

 -Be transparent

 -Be patient

 -Approach with curiosity and empathy

 -Help the person/group with acts of service

 \_Ask them what they want/need

 -Don’t expect anything in return