

PRACTICE AUTHENTIC ALLYSHIP

To be an ally to marginalized people requires engagement and continued practice. If you would like to enhance and deepen your allyship work, refrain from some of the performative actions outlined below and commit to the authentic actions.

AUTHENTIC ALLYSHIP

Empathy, grief and/or outrage

Acknowledging and exploring discomfort

The focus is on others

Educating yourself

Examining your own privilege(s) and using it to educate, dismantle or elicit change

Taking risks and holding yourself accountable

Allyship is central to the mission of the organization

PERFORMATIVE ALLYSHIP

Actions taken or words spoken to improve your image

Avoiding issues and topics that result in your discomfort

The focus is on self

Asking others to educate you

Allowing marginalized people to educate, dismantle or elicit change alone

Remaining in your zone of comfort and not advocating when you are able

Allyship is performed to enhance the appearance of the organization

The Office of Diversity and Inclusion amplifies the University's commitment to diversity, equity, inclusion and accessibility and offers the campus community learning and development opportunities, inclusion and belonging initiatives and disability access services.