



Unpacking Black Allyship

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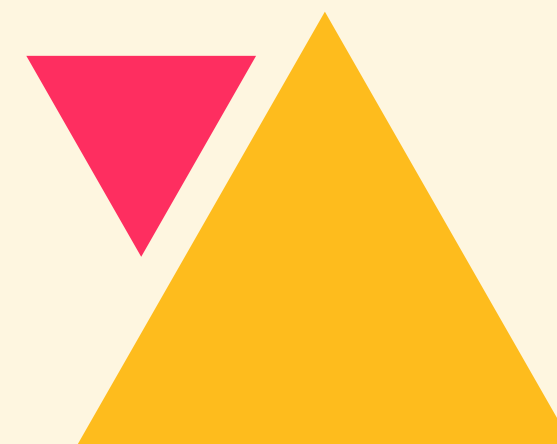
Accessibility and Equity, Diversity and Inclusion

Coordinator





Land Acknowledgement



About Me



- I graduated from McMaster University with a degree in Cultural Anthropology and a graduate certificate in Applied Behavior Analysis
- My specialties lie in accessibility and black and indigenous anti-racism
- I'm currently working towards my Canadian Certified Inclusion Professional (CCIP) designation
- My family is of Afro Caribbean and African decent
- I love everything cooking, staying active and social advocacy
- I have a 2 year old... French bulldog

Positive Participation



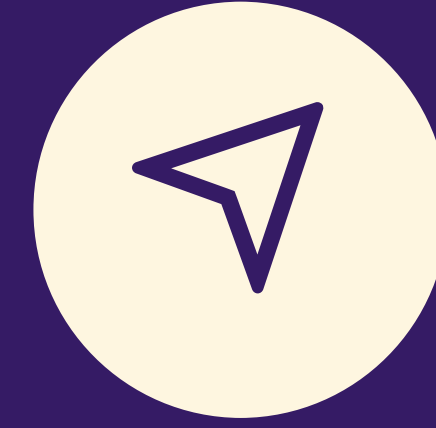
No guilt or shame

Have an open mind, leave the stories and take the lessons



Challenge ideas

...not people. We are all here to learn and grow.



Be here and be present

Take notes, ask questions, actively participate.



The Golden Rule

**Become comfortable with
being uncomfortable**



Key Terms

- **Bias:** prejudice in favor of or against one thing, person or group compared with another. Usually in a way considered to be unfair
- **Allyship:** an active and consistent practice of support of a minority or marginalized group, without being a part of that group
- **Intersectionality:** Various identities a person holds that can be both advantages (privilege) or disadvantages (oppression) depending on environment or contextual measures
- **Privilege:** a special right, advantage or immunity granted or available to a particular person or group



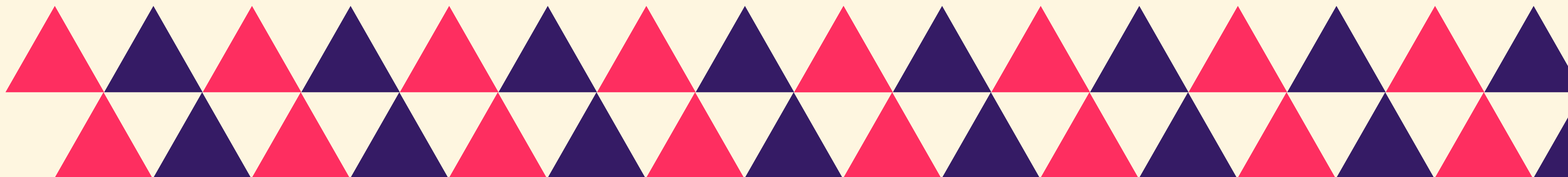
Key Terms Continued

BIPOC: Black, Indigenous and People of colour

Ethnocentrism: evaluation of other cultures according to preconceptions originating in the standards and customs of one's own culture

White Fragility: discomfort and defensiveness on the part of a white person when confronted by information about racial inequality and injustice

Oppression: to be treated in a cruel or harsh manner without a justifiable cause



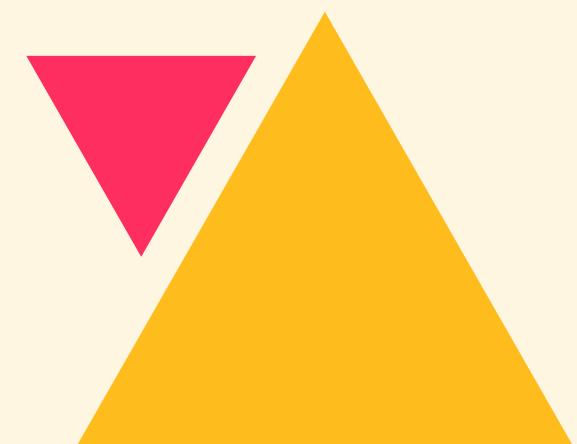


Question Time

What brought you here today?



ONCE UPON A TIME...





WHO IS THE HERO?

WHO HAS THE RIGHT TO TELL THE
STORY?

HOW COULD THE STORY HAVE GONE
DIFFERENTLY?

Today's Discussion

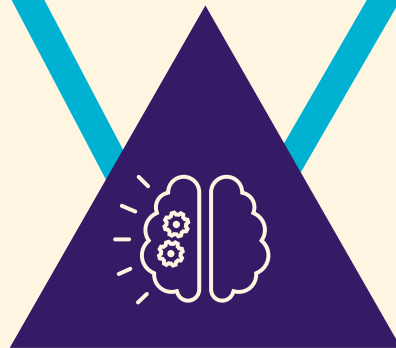
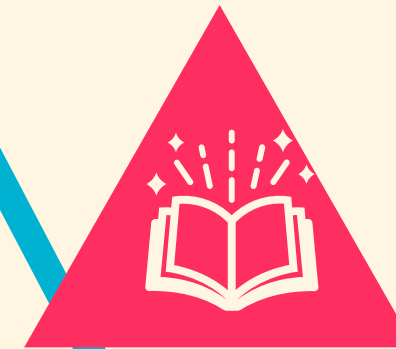
**Black History is
History**



Privilege



Resources



**Unconscious
Bias**

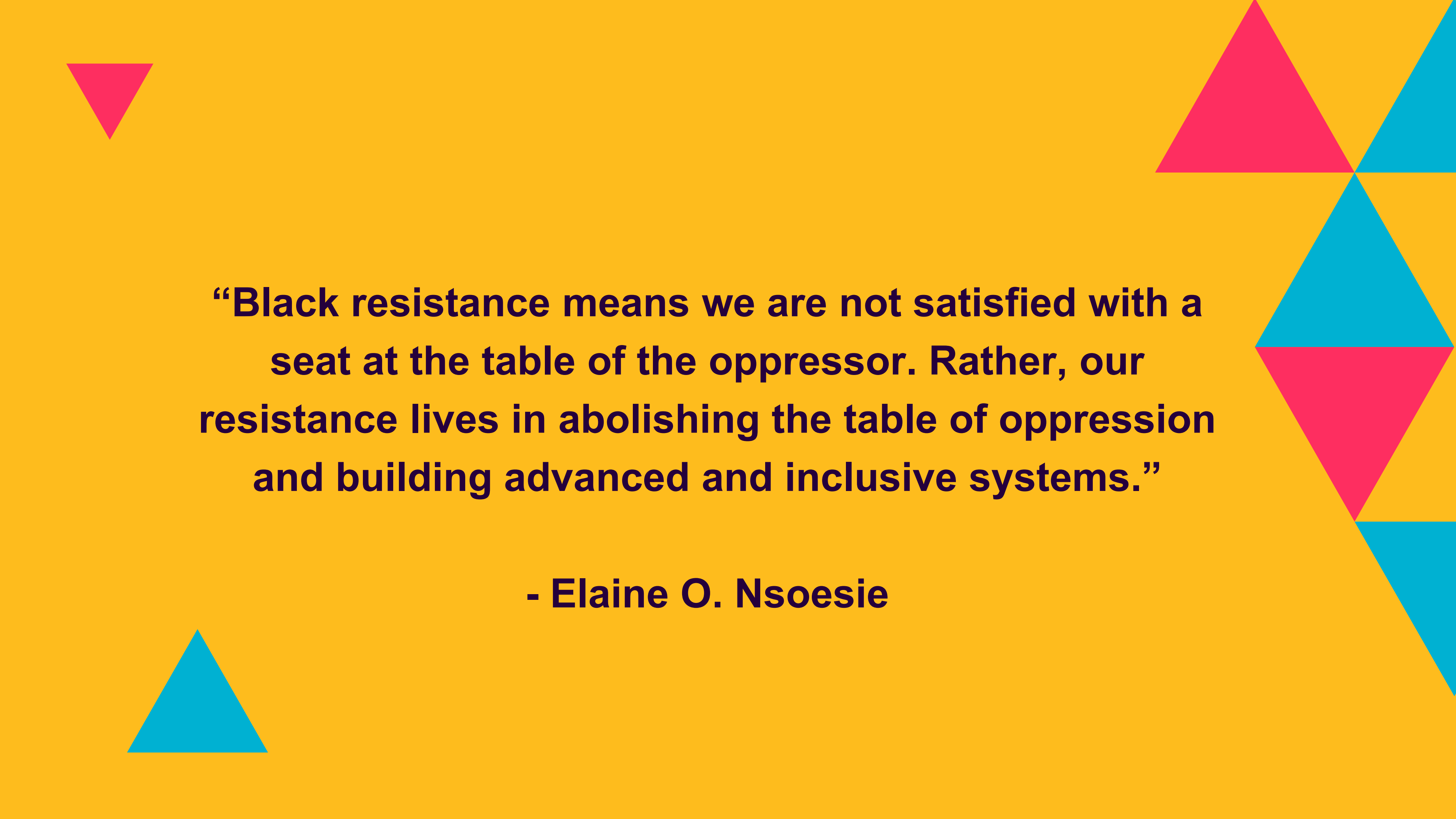


Active Allyship

Black History is History

This year's black history month theme has been **RESISTANCE**

Without resistance, the world would have never seen the evolution of black folks' rights. Black resistance resulted in success and progression in historical events as seen in the abolishment of the slave trade, the Civil Rights Movement and the Black Lives Matter movement.



“Black resistance means we are not satisfied with a seat at the table of the oppressor. Rather, our resistance lives in abolishing the table of oppression and building advanced and inclusive systems.”

- Elaine O. Nsoesie

Black Resistance is ...

- Existing and excelling in spaces that are predominantly white
- Withstanding oppression while maintaining an outlook of hope
- Knowing and sharing black stories
- Black Excellence
- Black Girl Magic
- Black Rest



ALL TOGETHER BETTER

The Many Dimensions of Diversity

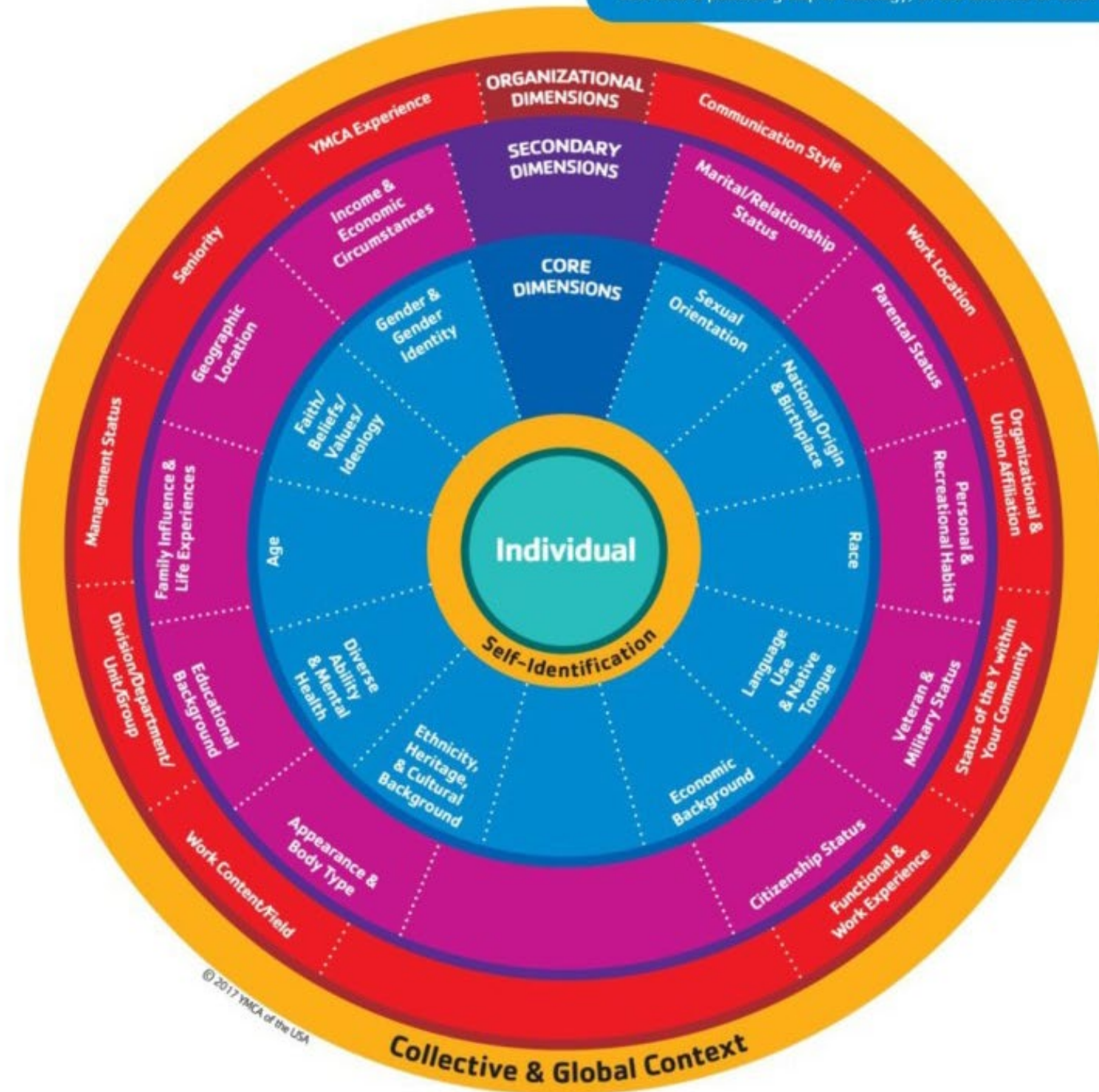
FAITHS/BELIEFS/VALUES/IDEOLOGY

One's experiences, attitudes, and practices related to how they view the world and their existence in it.

Some individuals may identify most strongly with values such as caring, honesty, respect, or responsibility.

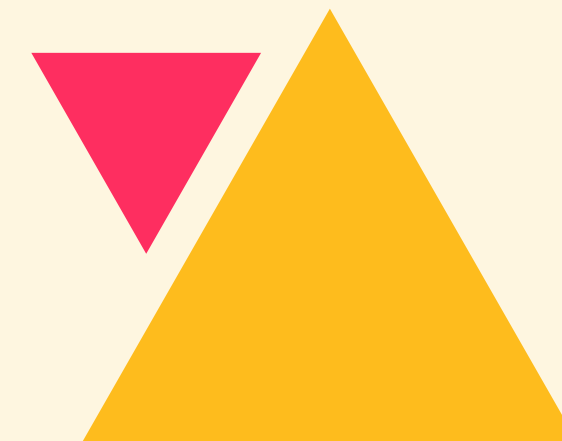
Some may ascribe to a particular faith or religion such as Christianity or Hinduism or identify as having no faith/religion.

For some, this dimension may speak to their involvement or affiliation with a political group or ideology, or the absence of such.





What are some of your
dimensions of diversity?



We ALL have privilege ...

but some have more
than others and here's
why



Privilege Expanded

In what ways are you privileged?

In what ways are you oppressed?

Privilege Expanded

- Now that you can see that we are all privileged and oppressed in some ways, one thing that cannot be ignored is that BIPOC folks, especially black folks, often have a longer list of spaces where their combination of dimensions is deemed oppressive rather than privileged
- Our current society is not built to support and celebrate black folks due to the hundreds of years where black folks were deemed unworthy of human compassion, opportunities and freedom
- We can continue to change the future of this by learning about the platinum rule and becoming an active ally to help heal the generational trauma black folks have and continue to endure

The Golden Rule

We have always heard the famous quote “treat others the way you want to be treated”.

However, that can be a toxic mindset to have because we all naturally hold different standards on how we want to be treated.

VS

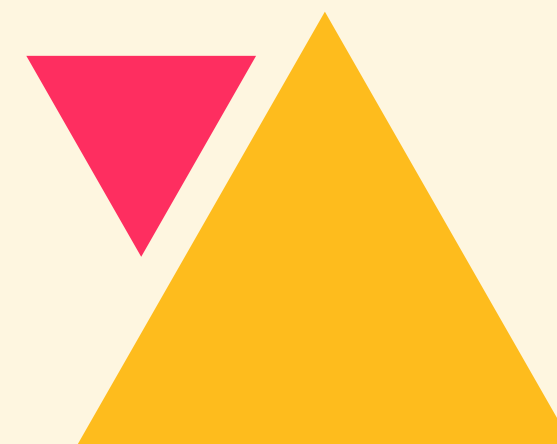
The Platinum Rule

The platinum rule challenges that notion and says “treat others how THEY would like to be treated”. This means listening to BIPOC voices, believing their stories and doing the work to learn how you can support and amplify BIPOC movements.



Becoming an Active Ally

Both at home and in the workplace



Calling In

What is Calling In?

Calling in often takes place in a one to one or small group setting. It involves stopping the perpetuation and negative effects of harmful words or behavior and creating a space for open dialogue, offering new information and correcting assumptions



When should I Call In?

- You have influence with this person through a personal or professional connection
- A one-on-one or small group conversation will not compromise your safety or wellbeing
- This person has demonstrated an openness and commitment to learning how to better foster spaces of inclusion and belonging

Calling Out

What is Calling Out?

Calling out often takes place on a publicized scale made in response to an individual or group



When should I Call Out?

- There is an urgent need to hit "pause" to prevent further harm to others or yourself, and make it clear to others present that you are not in agreement with what is being said or done
- There is a specific power or relationship dynamic that would make calling in harmful, unsafe, or ineffective for you
- Previous attempts to call in have been unsuccessful

Calling In and Calling Out Phrases

Calling In

- "I'm curious. What was your intention when you said that?"
- "How might the impact of your words or actions differ from your intent?"
- "How might someone else see this differently? Is it possible that someone else might misinterpret your words/actions?"
- "Why do you think that is the case? Why do you believe that to be true?"
- "What is making you the most fearful, nervous, uncomfortable, or worried?"

Calling Out

- "That's not our culture here. Those aren't our values."
- "I don't find that funny. Tell me why that's funny to you."
- "It sounded like you said _____. Is that what you really meant?"
- "I need to push back against that. I disagree. I don't see it that way."
- "I need you to know how your comment just landed on me."
- "It sounds like you're making some assumptions that we need to unpack a bit."



10 More Ways to Be An Active Ally

1. Lead informed discussions about antiracism in your workplace or at your dinner table
2. Address racism in your workplace policies or in your bedtime conversations
3. Deliberately turn to black research, media, art etc.
4. Evaluate your workplace's mentoring practices or if you have black friends to turn to
5. Amplify BIPOC voices in your field
6. Support BIPOC staff or family/friends in efforts or organize and discuss issues surrounding race
7. Intentionally recruit BIPOC students and staff... there are tons of agencies focused on gaining employment for black youth and adults
8. Develop EDI strategic plans with realistic benchmarks
9. Advocate for racially diverse leadership or seek out racially diverse goods and services
10. Hold the powerful accountable and don't expect gratitude



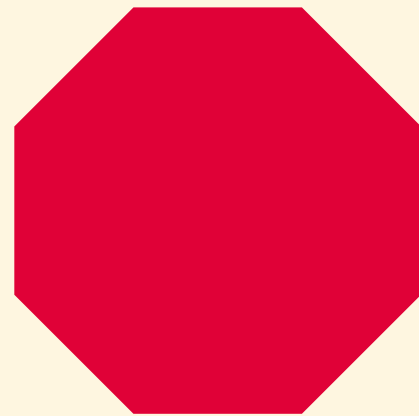
The Takeaways

- Sometimes these conversations can be hard to have, but that does not mean that we do not have them
- We ALL have privilege
- Privilege is not a bad thing when you know how to recognize it and use it to be helpful
- Allyship is more than attending seminars, there are ways that you can fit actions into your daily routines to become an active ally
- These conversations are for everyone, they can be done at home, in a workplace or in a group of friends
- Allyship is a full-time job, but so is being black

Red Light

Yellow Light

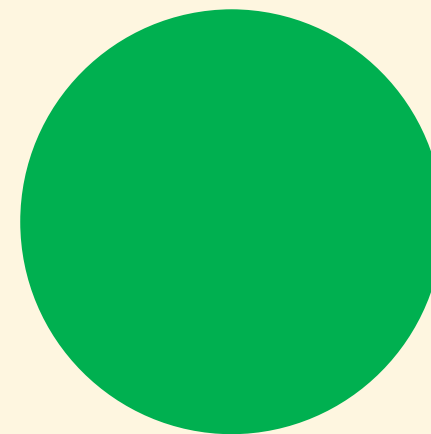
Green Light



What are you going to stop?



What are you going to slow down and change?



What are you going to keep doing?

Books

- White Fragility by Robin Diangelo
- How to Be an Anti Racist by Ibram X. Kendi

Activities

Harvard Impact Test

DISCLAIMER: This test is built to study how the human brain unconsciously has preference over certain races

YouTube Watchlist

- Let's get to the Root of Injustice
- Responding with Empathy
- Kendrick Sampson Reads "Anti Racist Baby"

Documentaries

- The Doll Test
- Freedom Summer
- The Skin We're In



Thank You!

Chat more with me at diversity@obourg.ca

