

WEEK

18

# Being An Ally



*"True allyship demands that it move from conversation to action."  
— Emmanuel Acho*

What does the word "ally" mean to you? The dictionary definition is "a person or organization that cooperates with or helps another in a particular activity." Today, the term has taken on a more urgent and active meaning, often used to refer to a person who acts alongside or on behalf of an oppressed person or community. Civil rights leader Fannie Lou Hamer famously said, "Nobody's free until everybody's free." An ally is someone who sees that their freedom and well-being is bound up with the freedom and well-being of everyone else, and therefore takes actionable steps to stand up to oppression.

The word ally may occasionally be misused to imply good intentions without actions. For this reason, ally or allyship can be triggering terms for those who experience racism, oppression, and discrimination on a regular basis – they may be skeptical of "performative allyship," which is when someone claims to be an ally but is not really taking meaningful actions to address the oppression; the emphasis is on its perception rather than its impact. Informed, meaningful action is important for those who strive to be true allies to marginalized people and communities.

Being an ally means you're actively advocating for equity and adding your voice or action alongside those who are oppressed. Being anti-racist requires recognizing and owning the privilege that you may hold to help carry the weight of oppression for, and in collaboration with, others.

Share your reflections and any resources that help further the discussion on today's topic on social media using the hashtag #UWLIEquityChallenge

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# Being An Ally Challenge



It can be hard to know what to do or how to help, especially when the issues are as complicated as structural racism, discrimination, and implicit bias. Review these helpful activities to become a better ally.



## ACTIVITY ONE

**WATCH:** [Five Tips for Being an Ally](#)



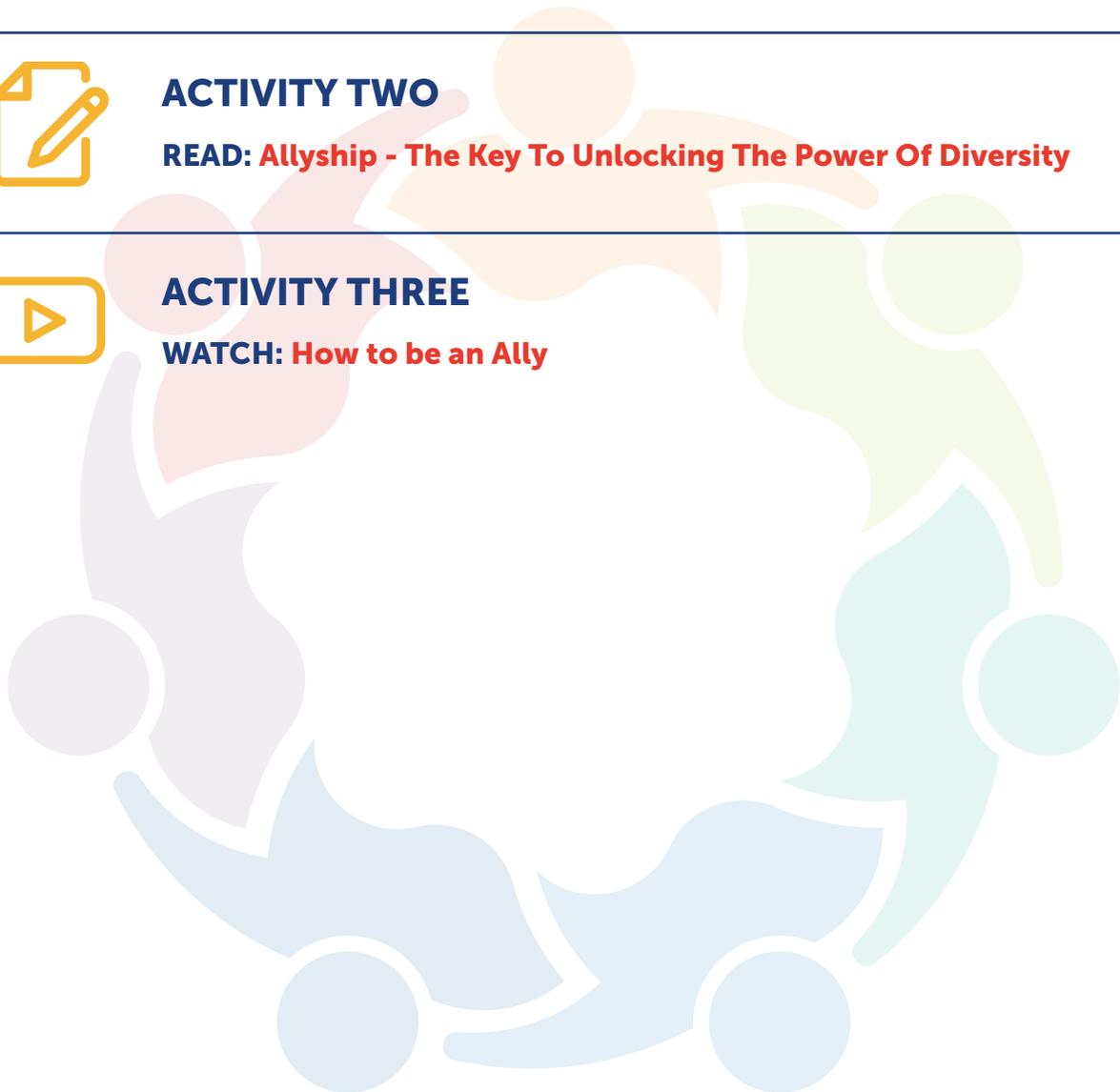
## ACTIVITY TWO

**READ:** [Allyship - The Key To Unlocking The Power Of Diversity](#)



## ACTIVITY THREE

**WATCH:** [How to be an Ally](#)



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