

Intersectional Allyship in Action



Strategies for Systems
Builders, Educators and Care
Providers

**For coaching and training
support:**
www.healinggracestudios.org

What Is Intersectional Allyship?

Intersectional allyship is not charity—it's solidarity. It requires acknowledging how race, gender, class, ability, immigration status, sexuality, and other identities intersect and compound oppression. It means actively dismantling systems rooted in white supremacy, patriarchy, capitalism, ableism, and colonialism—especially when we benefit from them.

As leaders in social work, healthcare, counseling, and education, our silence has consequences. Allyship is not a title—it's a practice.

✦ **Before You "Ally" – Ask Yourself:**

- Am I here to fix, or to follow the leadership of those most impacted?
- Am I working to redistribute power, or preserve my comfort?
- Do my policies and practices disrupt white supremacy culture, or replicate it in new language?

✦ **De-center Yourself**

- White saviorism is not allyship. Stop trying to be the voice for marginalized people—pass the mic and step aside.
- Practice deep listening. Don't interrupt discomfort with defensiveness.
- Recognize when your "help" is actually rooted in control or performance.

✦ **Redistribute Power and Resources**

- Pay people for their labor, emotional energy, and expertise.
- Fund mutual aid, student-led equity efforts, and community partners—not just internal DEI committees.
- Don't gatekeep access to opportunities—create new tables.

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✦ Disrupt Harm in Real Time

- In classrooms: Question Eurocentric canons and diversify content beyond tokenism. Invite students to speak from lived experience—and protect them when they do.
- In clinics and counseling: Validate intersectional identities without pathologizing. Understand how systemic violence (policing, poverty, anti-trans legislation) shows up in the body.
- In advising and leadership: Do not be “neutral.” Co-conspire in shaping radically inclusive institutions.

✦ Practice Embodied Accountability

- When you cause harm (and you will), own it. Don’t center your guilt—center repair.
- Don’t wait for BIPOC, disabled, or LGBTQ+ colleagues to point out harm. Preempt it.
- Accountability is not punishment—it’s commitment to growth, transformation, and healing.

Resources

Articles & Toolkits

- Tema Okun – “White Supremacy Culture”
- <https://www.whitesupremacyculture.info/>
- The Nap Ministry – [“Building Resilience through Collective Care”](#)
- Dismantling Racism Works (dRworks) – [Racial Equity Tools](#)
- Showing Up for [Racial Justice](#)
- GLSEN- [Resources](#)

Videos & Talks

- Kimberlé Crenshaw – [“The Urgency of Intersectionality”](#) (TED Talk)
- Dr. Bettina Love- [On Co-Conspiratorship](#)
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Podcasts

- [Intersectionality Matters!](#) (African American Policy Forum)
- [Code Switch](#) (NPR).
- [Truth Be Told – Tonya Mosley](#).
- On Boys Podcast: [Raising LGBT Allies](#)

Allyship is a verb, not an identity.

**It is a daily choice to risk comfort, shift power, and co-create liberation.
What you do matters—but only if it's rooted in action, not intention.**