

Allyship, Accompliceship, and Action in Social Justice

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Goals and Objectives:

- Briefly discuss terms such as Marginalization, Privilege, Equity, Equality, Inclusion, Liberation, Implicit Biases, and Microaggressions.
- Understand what it means to be a spectator, ally and accomplice in the field of Social Justice.
- Look at factors that harm allyship and accompliceship.
- Look into basic skills you need to possess to be an ally/accomplice.
- Learn what it means to be an active bystander.

Spectators, Allies, Accomplices, and Performative Allyship in Social Justice:

Spectators in Social Justice	Allies in Social Justice	Accomplices in Social Justice
<p>Spectators in Social Justice are people that do not disrupt the current state of inclusion or lack thereof in a community.</p> <p>They have minimal impact in creating more equitable communities.</p> <p>For communities and systems to change we need spectators to take part in the actions of allies and/or Accomplices.</p>	<p>Allies in Social Justice are people of one social identity group who stands up in support of members of another group. (Source: Ontario Public Service Employees Union).</p> <p>Being an ally requires action and continuous education about the needs of marginalized communities.</p> <p>The actions of an ally have a greater likelihood to challenge biased systems.</p>	<p>Accomplice: A person of a social identity group who works to dismantle systems that oppress members of another group by working with leaders from the oppressed group.</p> <p>Being an accomplice requires actively working with marginalized groups to dismantle oppressive systems.</p> <p>The actions of an accomplice directly challenge biased and oppressive systems.</p>

Some ideas of this chart are from <https://www.powershift.org/>

Performative Allies: Performative allies are not trying to change the system because they want more inclusive and equitable communities. They act as allies in order to satisfy their saviour complex. Activism is a way for them to feel important and be in the spotlight.

Activity 1: Identifying the Act:

Jimmy sees a person of color being harassed by a group of his classmates using racial slurs. What would jimmy be considered in terms of a spectator, ally, accomplice, or performative ally in social justice if he:

1. Jimmy acts like he did not see anything but later goes on to share a post made about the incident condemning the act.
2. Jimmy waits for someone else to intervene and then tells his friends about it.
3. Jimmy gathers passersby and disrupts the situation.
4. Jimmy disrupts the situation safely, checks if the person is okay, and then works with social justice organizations on campus to prevent future acts of hate and bias.

Activity II- Intervention Strategies:

You are attending a gathering and you notice a person getting heated in a conversation with a person of color. The person of color looks uncomfortable but cannot seem to leave the conversation. Talk with your group to create a strategy to be a good accomplice in this situation.

Skills you need to possess to be an Ally/Accomplice:

To be a good ally or accomplice you need to possess some key skills, the ones listed on this handout do not make a comprehensive list. You will learn more as your journey moves forward in the field of social justice.

- Effective Learning Style.
- Ability to accept criticism.
- Being a good follower.
- Ability to identify Microaggressions.
- Ability to identify your implicit biases.
- Being an Active Bystander.

How To Be An Ally To Marginalized Communities

Learn More About The Community

Use resources after checking for bias

- Credible websites (this resource can help identify biased sites <http://researchguides.njit.edu/evaluate/bias>).
- An ally is an individual that supports a community in their fight for equity. Don't stop there, move on to be an accomplice. An accomplice is a partner in the fight for equity. Once you reach the status of accomplice move towards being a leader in the fight against marginalization. You can find more resources at <https://difficult-discussions.com>.

Read books and go to events and educational presentations about the community.

Identify your privilege and use it positively- This is a great resource to do so <https://bit.ly/1UEWEPE>

If you make a mistake as an ally acknowledge it and move forward. <http://www.guidetoallyship.com/#how-to-handle-mistakes>

NOTE: THIS IS NOT AN EXHAUSTIVE LIST.
 Created by Christopher Benny for Difficult-Discussions. Downloadable link found at <https://difficult-discussions.com>

Use your privilege to support the community. Don't take over the dialogue but rather ask how you can help.

Voice your support and ensure that you stand up against injustice towards people from marginalized communities.

External Resource- Learn how to be an active bystander:

Use this link to view the resource created by the University of Cambridge on how to be an active bystander.

<https://www.breakingthesilence.cam.ac.uk/prevention-support/be-active-by-stander>

Difficult-Discussions Glossary for Understanding Diversity, Inclusion, and Equity

- **Identity:** The distinguishing character or personality of an individual [Merriam-Webster].
- **Culture:** The customary beliefs, social forms, and material traits of a racial, religious, or social group [Merriam-Webster].
- **Marginalization:** A bias system that places certain groups of people in a position of insignificance within a community based on their identity.
- **Privilege:** Aspects of one's identity that allows them to go through life without being put in a position of disadvantage.
- **Diversity** with regards to people can be described as a collection of individuals with different characteristics. There are different dimensions to diversity-
 - Visible- Such as race, age, ethnicity, and so on.
 - Invisible- Such as religion, skills, abilities, socio-economic status, culture, and so on
- **Inclusion:** the act or practice of including and accommodating people who

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have historically been excluded (as because of their race, gender, sexuality, or ability) [Merriam-Webster].

- **Equity:** The act of providing adequate resources to establish fairness with all who are concerned.
- **Liberation:** A movement that aims to create a system where there are equal rights and status for a group.
- **Unconscious/Implicit Bias:** Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Source: University of California–San Francisco Office of Diversity and Outreach.
- **Microaggression:** A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority) [Merriam-Webster].
- **Misinformation:** Incorrect or misleading information [Merriam-Webster]. It is always important to check the source of the information you are receiving. Look for reputable news sources, peer reviewed articles in journals, and the credibility of the information provided before sharing or accepting the information provided to you.
- **Saviour Complex:** A saviour complex is the need to save people by fixing their problems. People with saviour complexes seek to put themselves in the role of a hero [Berrett-Koehler Publishers]. By doing this they end up having little to no impact on effectively challenging oppressive systems.

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