RACIAL JUSTICE DIALOGUE:
ALLYSHIP + ADVOCACY

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What stops people from becoming an ally for racial justice in the U.S.?
"The system isn't broken ... it was built that way."
SYSTEMIC RACISM

- Racial Profiling + Policing
- Wealth Gap
- Employment Hiring + Advancement
- Housing Access + Ownership
- Incarceration
- Voting Access
- Immigration Arrests
- Healthcare Access + Care
- Infant Mortality
- Education Access + Advancement
- Athletics

What's missing from this list?
intent ≠ IMPACT
ALLY (v.): an active, consistent, and arduous practice of unlearning and re-evaluating, in which a person of privilege seeks to operate in solidarity with a marginalized group.

The Anti-Oppression Network
ALLYSHIP IS NOT:

- a self-defined identity
- a performance
- "saving" or "helping"
- a learning opportunity
- being perfect

What are your spheres of influence?
What if I make a mistake?
How do I respond to defensiveness?
What do I say if I witness a racial microaggression?
Where can I process my guilt?
How do I know if I'm being a "savior"?
How do I have conversations about race at work/place of worship/home?
ADVOCACY
RACIAL JUSTICE

: a proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all.

Stop + Reflect
Educate + Talk
Dismantle + Fight
Write + Respond
Move + Create
Learn History
Donate
Feel + Sit With
Volunteer
Dialogue + Vote
Call Out + Call In
Speak Up
Step Back

How will you show up differently tomorrow?
ADVOCACY IN ACTION

HOME
- Self-reflection: Therapy, journaling, art, question tradition
- Food: Dialogue around the dinner table
- Educate: Podcasts, worksheets, opinion articles

WORK
- Know your resources: Reporting, Counseling, OIE, Workshops
- Long-term strategy: Policy + curriculum review, wellness practice, question tradition
- Normalize: Racial justice dialogue in staff meetings
- Education: Identity Theory - Critical Race Theory
- Consistent student engagement: Processing opportunities, sharing circles, open office hours w/ themed topics

COMMUNITY
- Long-term service projects
- Donate
- Know your local history
- Question Tradition
- Demonstrate
- Show up when it's not an emergency

Share what you learn.
Racial Justice Dialogue: Allyship + Advocacy

Questions?
Add questions to the Group Chat or Raise Hand

bit.ly/allyshipquestionsJHUStaff
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