

**Wednesday**

**WeBelong Monthly:**



**Allyship & Advocacy**



# Framework for Allyship



## Goal:

Move an individual from one part of the continuum to the next

*Source: Jennifer Brown and Karen Catlin*

# Types of Allies

## The Advocate

An advocate uses their privilege, power, and influence to provide access to a member(s) of underrepresented groups.



## The Amplifier

Amplifiers work to make sure that all voices are heard and respected, especially those that belong to marginalized groups.

# Types of Allies

## The Champion

A champion ally will gladly and proudly defer to someone else who may have the same or more expertise. These redirections typically happen in a larger meeting or venue.

The Champion



The Confidant



## The Confidant

A confidant is very open, listening to and believing the negative experiences that people in underrepresented groups have experienced.

# Types of Allies

## The Scholar

A scholar tries to learn and listen as much about the challenges of underrepresented groups as possible and works to better themselves in the workplace due to their learnings.



## The Sponsor

A sponsor is an ally that vocally supports a person from a historically marginalized group and their work to help boost the credibility and reputation of the person.

# Types of Allies

## The Upstander

The upstander is essentially just the opposite of a bystander.

Upstander allies speak up when something seems wrong and shut down any potentially harmful comments or conversations.



# Call to Action

- Amplify the voices that are not being heard in meetings.
- Diversify you and your family's social sphere.
- Use your privilege and resources to support people, businesses, projects, and issues related to historically marginalized groups.
- Share your pronouns, correctly use your colleagues' pronouns, and correct instances of misgendering.
- Pause to be empathetic and acknowledge the lens and experiences of others – temper defensiveness.

# Call to Action

- Read and learn independently through research and media sources to build cultural competence.
- Sponsor or advocate for someone not like you to leadership.
- Call out when someone else is being disrespected, mistreated, or disregarded in the moment.