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I Want To Be An Ally, But I Don't Know How: Creating Supportive and Inclusive Campuses

NASPA Investing in Our Future Webinar Series



#SAInvest

NASPA Introduction



Welcome from Nathan and Yolanda

#SAInvest

Presenters



Constanza Cabello

Associate Director of Multicultural Affairs
University of Massachusetts Lowell
@ThisIsConstanza



David E. Jones

Associate Director of Student Conduct & Residence Life
City University of New York
@davidearljones

NASPA's Commitment to Diversity, Inclusion and Equality

NASPA recognizes and appreciates diversity in relation to, and across the intersections of, race, color, national origin, religion, sex, sexual orientation, gender identity and expression, veteran status, age, socioeconomic status, and disability. Believing in inclusive environments, we emphasize the importance of understanding, approaching, and owning diversity and equity from a personal, interpersonal, institutional, and global level.

Virtual Community Agreement

- Be open to new and different perspectives
- Fully engage in this virtual learning experience
- When sharing, speak from your own experience
- Be aware of sharing space during the interactive aspects of the webinar
- Work collectively during our time together today to take this community to a deeper level of understanding and acceptance
- Hold yourself and each other accountable beyond today's webinar to ensure inclusive and equitable spaces are created on your campus

Learning Outcomes

By attending today's webinar, participants will:

- Understand high impact practices of an effective approach on being an ally
- Learn proactive behaviors to practice inclusion and allyship in your personal and professional spaces
- Identify how to use your privilege in a positive way to support inclusion efforts on your campus
- Seek ways to ensure access, voice, acknowledgement, opportunity and participation is equitable across all identity membership groups

Individual/ Group Brainstorm

*What comes to mind when you hear the term
“ally”?*

*Think nouns, actions, behaviors, attitudes,
beliefs*



Defining an “ally”

A person:

- of one social identity group who stands up in support of members of another group
- who speaks up and speaks out against injustice and inequity and moves toward creating equitable spaces across all identity groups
- who leads change within the organization, by championing the change, and managing and planning its implementation

Defining an “advocate”

A person:

- inside the community that they support
- who demonstrates a level of tangible action whereas, ally is aligned with support toward a community

Advocate actions/ activity can be:

- uses a political approach to influence public policy and resource allocation decisions within political, economic, and social systems and institutions
- engages in many public activities including media campaigns, public speaking, commissioning and publishing research to effect change and equitable solutions

Who gets to name an ally?

Is it defined by:

Self?

Others?

Society?

This is a classic struggle because the label “origination” positions each person differently.

Ally Behaviors- Individual/ Group Brainstorm

Prompts:

- An ally (insert behavior)
- An ally does not (insert behavior)

Allyship in Action



Recognizing Privilege

- Unearned and often unrecognized set of assets that you benefit from
- Often systematic and institutionalized within an organization or structure
 - A system of privilege and oppression
- Those who experience privilege are often unaware of it and the full extent to which it impacts their own lives

Recognizing Privilege *(cont.)*

Privilege Group Memberships

- Have access to power
- Make the rules, decisions
- Control the resources
- Define the organizational culture
- Fit into organizational culture
- Assumed capable
- Assumed to belong
- Approached
- Seen as normal
- Given the benefit of the doubt
- Often less aware of differential treatment
- Focus: How far we've come

Oppressed Group Memberships

- Need access to power
- Adapt to rules, decisions
- Need access to resources
- Work to assimilate and fit into dominant culture
- Feel out of place
- Often assumed to be deficient
- Viewed as outsiders
- Suspected
- Seen as special exception
- Have to earn benefit of doubt
- Often very aware of differential treatment
- Focus: How far we need to go...

High Impact Practices

- Show you're an ally by actively stepping forward and taking action against injustice
- Consistently show authentic respect for all people and who they are
- Listen to the stories of people to better understand their experiences
- Have a critical lens and be able to interpret coded language and behaviors
- Have a strong understanding of self and your privilege
- Be honest with your intent
- Develop an action plan to becoming an ally where you're able to hold yourself accountable

Questions

Thank You!

Constanza Cabello

**Associate Director of Multicultural
Affairs**

University of Massachusetts Lowell

Phone: 978-934-5020

E-mail: Constanza_Cabello@uml.edu

David E. Jones

**Associate Director of Student Conduct &
Residence Life**

City University of New York

Phone: 646-664-8820

E-Mail: David.Jones@cuny.edu

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@ThisIsConstanza
@davidearljones***