

Exploring Allyship, Action, and Change: Understanding the Foundations of Oppression and Social Justice Action

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Who would you be in a world without oppression?



Group Agreements

Respect
e

Explore
xpress

Suspend judgement
hare with care

Participate/Pass
lay

FUN!

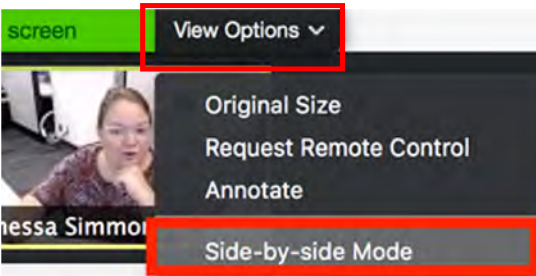
Examine
xhale/Inhale

Courage
onfidentiality

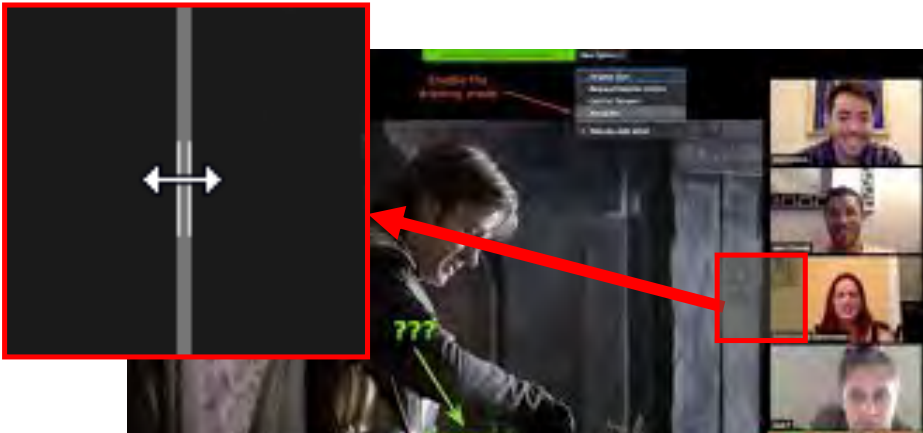
Take/make space
rust the process



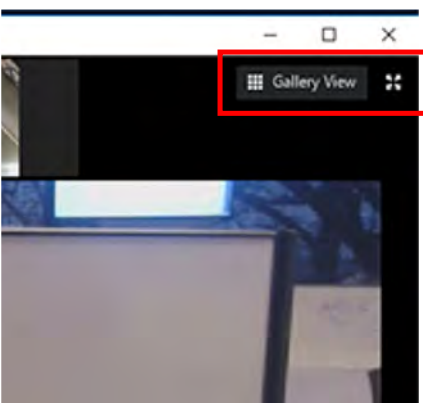
Setting up Split Screen (for computers only)



1. select “view options” and “side-by-side” mode



2. drag slide bar handle to make more or less room to view each half



3. select gallery view in the top right corner of your screen to see the screen share and folks faces



Acknowledgement

I am coming to you from the unceded land of the Ohlone people, in what is now known as Oakland California.

I ask you to join me in acknowledging the the Ohlone Tribal Nation, and your local indigenous tribal communities. I ask that we acknowledge their elders both past and present, tribal members in our communities (some of whom may be here with us today), as well as future generations. I also ask that you join me in continuing to acknowledge that the United States and Countries around the world are founded upon exclusions, erasures, and genocide of many Indigenous peoples.

For me, this acknowledgement is a small step I am taking to demonstrate my commitment to beginning and continuing the process of working to dismantle the ongoing legacies of settler colonialism, and my internalization of those legacies.



An ALLY needs to:

- Understand oppression, and the ways that we have been socialized to it
- Develop skills and confidence to engage conversations and other actions to dismantle oppression
- Know enough about their own and others socialized experiences to thoughtfully act when inequality arises
- Develop community and loving relationships across identity
- Be willing to risk loss



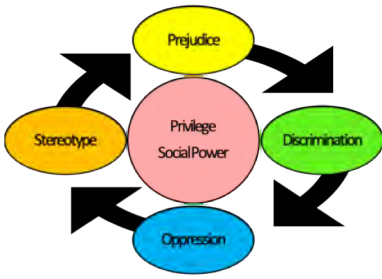
Power Privilege and Oppression



Power Privilege and Oppression

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<https://youtu.be/LTDikx-maoM>



Cycle of Oppression

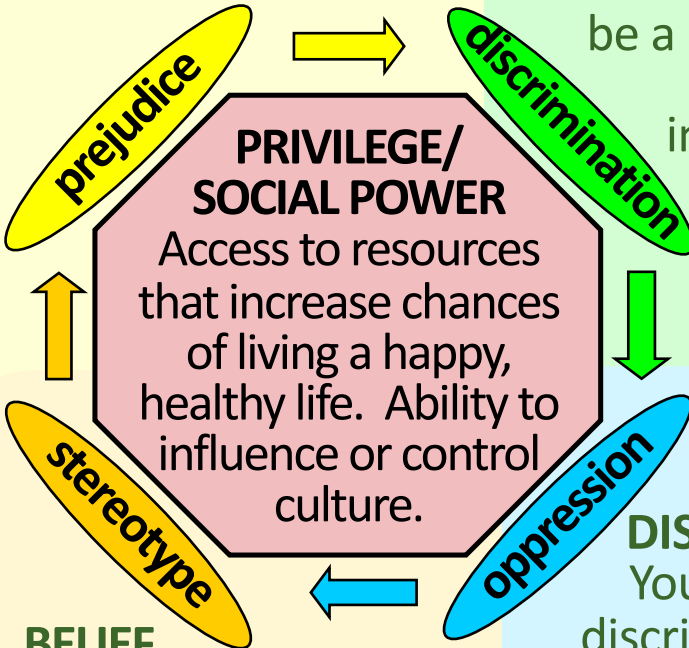
Developed by N. Thoreson ~ www.invsn.org

to PRE-JUDGE based on stereotypes. Prejudice can be conscious but is often unconscious.

Acting on prejudice. Can be conscious but is often unconscious. Both are still discrimination. There does not need to be a negative intent for a negative impact to occur.

$$P+A=D$$

$$P_U+A=D_U$$



BELIEF ABOUT A GROUP OF PEOPLE
Learned from friends, family, media, schools, and other institutions. Can be positive or negative. Often based on a "grain of truth".

PRIVILEGE + DISCRIMINATION
Young people can discriminate against adults but do not have the power to oppress them. PoC don't have the privilege to perpetrate "reverse" racism. PoC can however *discriminate* against white people.



Turn Performative Wokeness Into Allyship

© Jezebel 2020, Youtube.com

https://youtu.be/_dg86g-QIM0

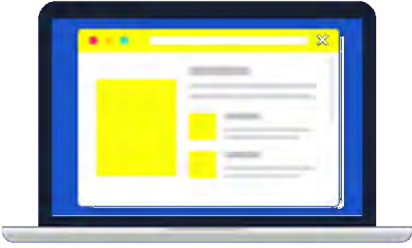


Ways To Be An Ally

How to be an Ally

©Buzzfeed 2017, Youtube.com

<https://youtu.be/u5MOJBfIMgw>



Self Guided Opportunities for Ongoing Liberation

Choose one oppression/identity to begin: racism, sexism, ableism, heterosexism, etc.

1. Think about an early memory of learning this oppression — **explicitly** or **implicitly** — consider how it feels to reflect on this moment. Who taught you the message? How else was this message reinforced? In what ways might this message still impact your biases? How do you feel reflecting back on this?
2. Pay attention to and make a list of examples of oppressive socialization in your day to day. This can be on television, in the news, in language we use. Sometimes it's very subtle but it's there. Once you have identified socialization you can begin to work to dismantle your own implicit bias.
3. At least once a week, watch something, read something, or explore something that highlights black folks amazingness and the diversity of humanity that exists in black identity.
4. Examine ways that you compare yourself to others doing social justice work. What makes you feel like a “good person” or a “bad person” in these comparisons? Or ways that you worry about getting it right or wrong. Consider how this stops you from being brave in anti-oppression work and community engagement.

Once you have the hang of exploring these questions/exercises around one identity, pick another and repeat. Many people find it useful to journal or document this process