

Allyship

(Understanding the concept)

Section 5



**BLACK
LIVES
MATTER**

Healthier Futures

Black Country Integrated Care System



Main contents of the resource pack

Editorial Panel Note	03
Background to resource: 2020: A year of change	04
Section 1: Glossary of Terms– The A-Z of Black Lives Matter	-
Section 2: Important topics: understanding racism (See understanding racism resource pack)	-
Section 3: What Is a microaggression and gaslighting? (See what is a microaggression and gaslighting resource pack)	-
Section 4 Understanding the concept of white privilege (See understanding the concept of white privilege resource pack)	-
Section 5: Understanding the concept of allyship	05-21



EDITORIAL PANEL NOTE

For us, the George Floyd Murder and the complexity of the resulting discussions in the summer of 2020 highlighted the ill effects of racism around the world and reminded us about systemic racism and its devastating impact on our society and a global scale.

With the introduction of this toolkit, we aim to tread with sensitivity, grace, care, and tact whilst supporting organizations in the Black Country to address and tackle racism in all of its forms.

Education is the tool in which we stitch together the values of our social fabric. We aim to provide a safe space to explore their impact and historic relevance today.

Black Country ICS Equality Diversity and Inclusion Delivery Group

A special thanks to Yvonne Coghill OBE/CBE, Kurly Mc Gheacie, Dreadlock Alien, Dr Joan Myers (MBE) Nesta Williams and Shamsher Chohan Communities Inc. for their contributions to the development of this resource.

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Background to the resources: 2020: A year of change

The summer of 2020, the murder of George Floyd at the hands of the American Police, the subsequent Black Lives Matter protests, and the Windrush scandal coupled with a global pandemic have deeply affected us all in some shape or form. Fear, paranoia, rage, injustice, and sorrow have all resulted in several unanswered questions about systemic racism and what we can all do to help eliminate it.

The Black Country ICS Equality, Diversity, and Inclusion delivery group: Black Lives Matter Work stream : (Education and Awareness) embarked upon a quest to develop a sustainable resource pack that could be used to help support education and awareness of what systemic racism is and what it truly means to be anti-racist within the Black Country Integrated Care System (ICS).

With the help of two cultural artisans -Alan Kurly Mc Geachie (Memorhyme) and an award-winning poet - Richard Grant: AKA Dreadlock Alien we developed this toolkit – The A-Z of Black Lives Matter. The resource pack has been designed to enhance our understanding of what racism is how this manifests in the workplace and the negative impact of racism generally. The resource pack is split into five separate resource packs with specific topics such as the A-Z of Black Lives Matter: Glossary of Terms, Understanding Racism, What is a microaggression and gaslighting? White Privilege and White Allyship.

These resources are available for any member of staff to use to educate themselves about racism and (where applicable) how to be anti-racist. The toolkit aims to increase understanding and awareness which will hopefully result in inclusive, anti-racist workplace environments for all.



Contents: White Allyship

Understanding the concept

Videos & Resources

Being an effective ally

What is allyship?

Being an ethnicity ally

Allyship in practice

3 ways to be a better ally at work

The White Experience: Black Country ICS BLM Podcast series

Anti-racism and allyship

What if white people led the charge to end racism

Steps to allyship – Yvonne Coghill

Recommend books

Image Gallery



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Section 5: Understanding the concept of allyship

Explanation

Allyship, (being an ally) means advocating for members of social groups outside your own, specifically those that face discrimination daily. Allies typically belong to a more widely represented group but work to help others facing different challenges to succeed in various ways.

The idea of being an ally to another person or group of people has become a key concept in examining issues of oppression and privilege. When people form an alliance to speak out against prejudice and discrimination, people who are the target of that prejudice are not the only ones who benefit. They may be the ones who most directly benefit from efforts to combat prejudice, but all of us,

Allyship is more than showing sympathy towards discriminated individuals. Allies will facilitate positive change, such as helping to create more employment opportunities for underprivileged people.

- e.g. White male executives can be allies to women of colour who want to reach the same position in their careers.
- e.g. People from privileged backgrounds can be allies to those who lack the same economic stability and opportunities.

The videos and resources in this section of the resource pack have been made available for all colleagues to truly understand the concept of Allyship and take steps to become a better ally to colleagues from a Black Asian and Ethnic Minority background that experience discrimination and racism (subtly or overtly) on a daily basis.

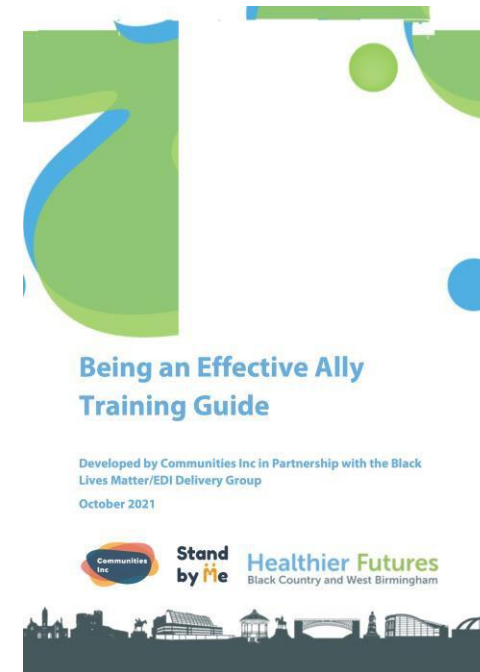
The videos and resources in this section are intended to provoke reflections on what a true ally is and why allyship is important in the context of eliminating racism , incivility and race bias towards people from a Black, Asian and Ethnic Minority background.

Section 5: Understanding the concept of allyship

Being an Effective Ally : Communities Inc
Open hyperlink below to watch



Being an Effective Ally handbook-
Communities Inc



<https://www.youtube.com/watch?v=sxBTV5DpwcE>

Section 5: Understanding the concept of allyship



Video

What is Allyship? : Lean in

Open hyperlink below to watch

<https://www.youtube.com/watch?v=EJW3wjy9gSI>

Section 5: Understanding the concept of allyship



Video

How to be an Ethnicity and Race Ally at work: Investing Ethnicity : **Open hyperlink below**

<https://www.youtube.com/watch?v=sUE2Dzwb3TM>

Section 5: Understanding the concept of allyship



Video

Allyship in Practice; Lean in

https://www.youtube.com/watch?v=f3f_pHYo2rM

Section 5: Understanding the concept of allyship



Videos

3 ways to be a better ally in the workplace | Melinda Epler: Tedtalks
Open hyperlink below to watch

<https://www.youtube.com/watch?v=k12j-E1LsUU>

Section 5: Understanding the concept of allyship

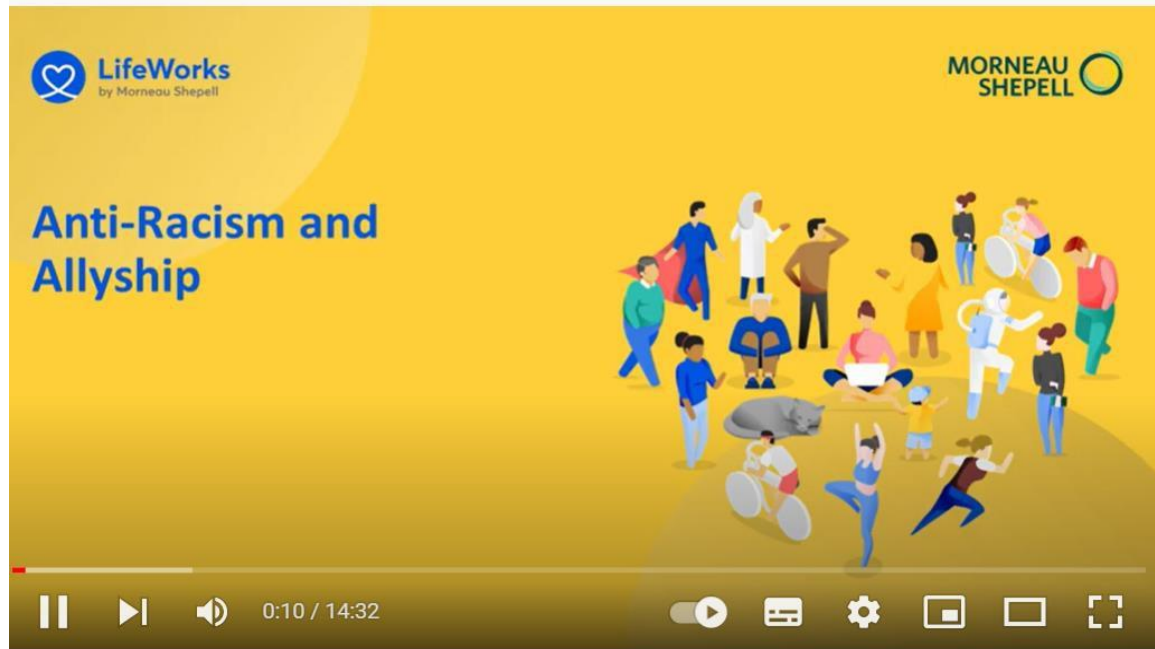


Video

The white experience podcast: Black Country ICS BLM Podcast series

<https://www.youtube.com/watch?v=PzzfjOHnngs>

Section 5: Additional Resources :Understanding the concept of allyship



Video

Anti Racism and Allyship: Morneau Shepell- **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=GiWXL8gqdq4>

Section 5: Additional Resources: Understanding the concept of allyship

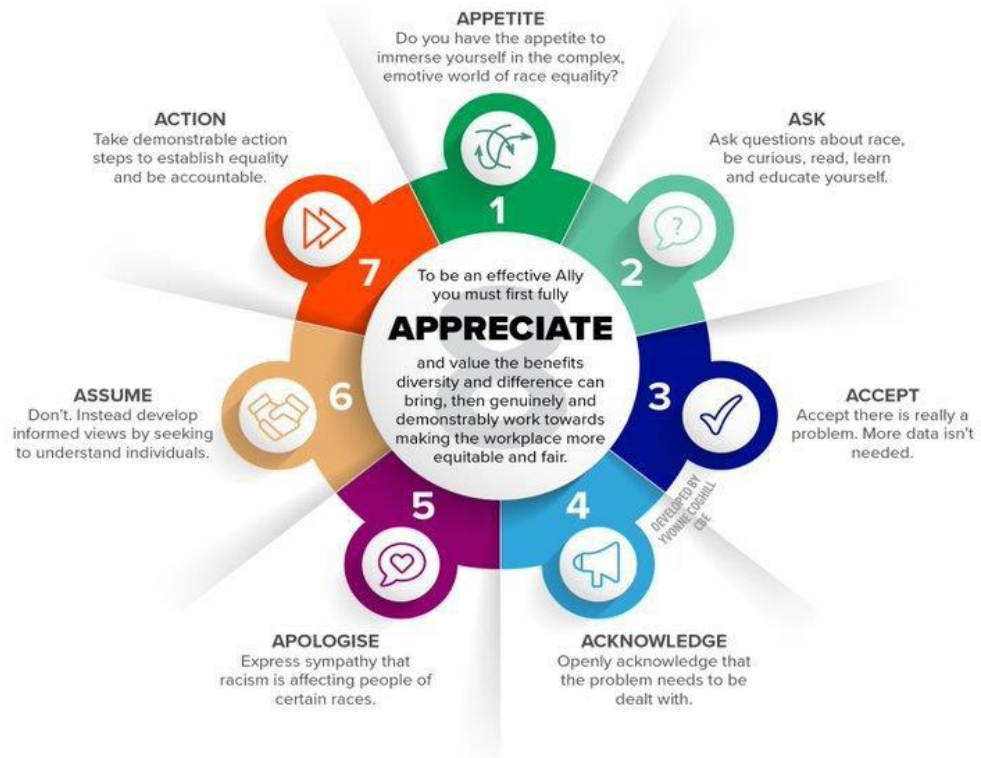


Video

What if White people led the charge to end racism?: Dwinita Mosby Tyler: Ted Talks : **Open the hyperlink below to watch**

<https://www.youtube.com/watch?v=GiWXL8gqdg4>

Section 5 : Additional Resources: Understanding the concept of allyship



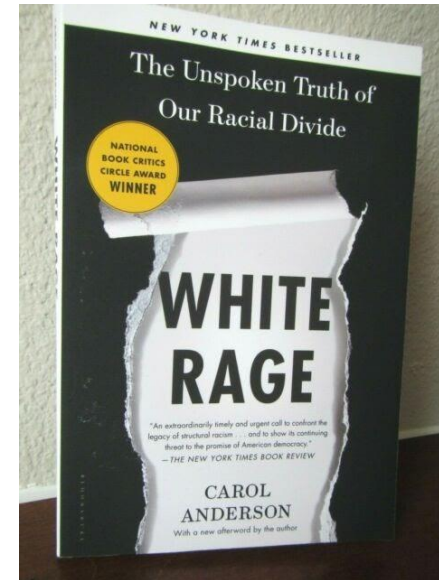
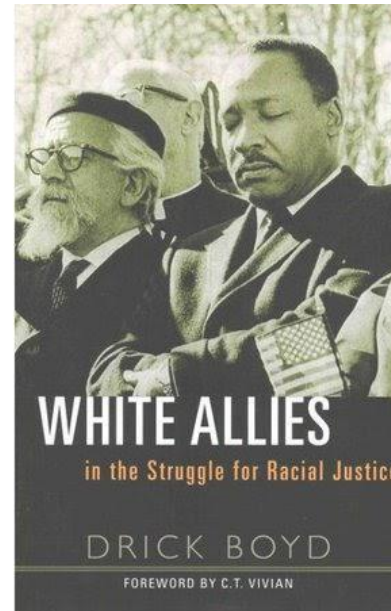
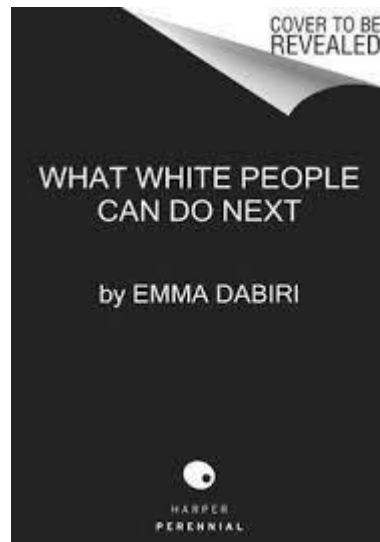
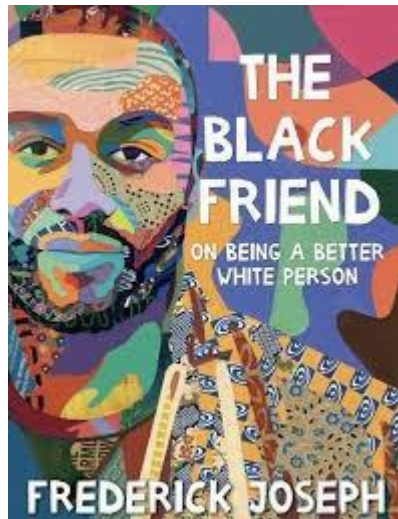
Steps to allyship model : Yvonne Coghill (CBE /OBE)

A useful framework to put allyship into practice

Recommended reads - Books : Understanding allyship



Books



Books

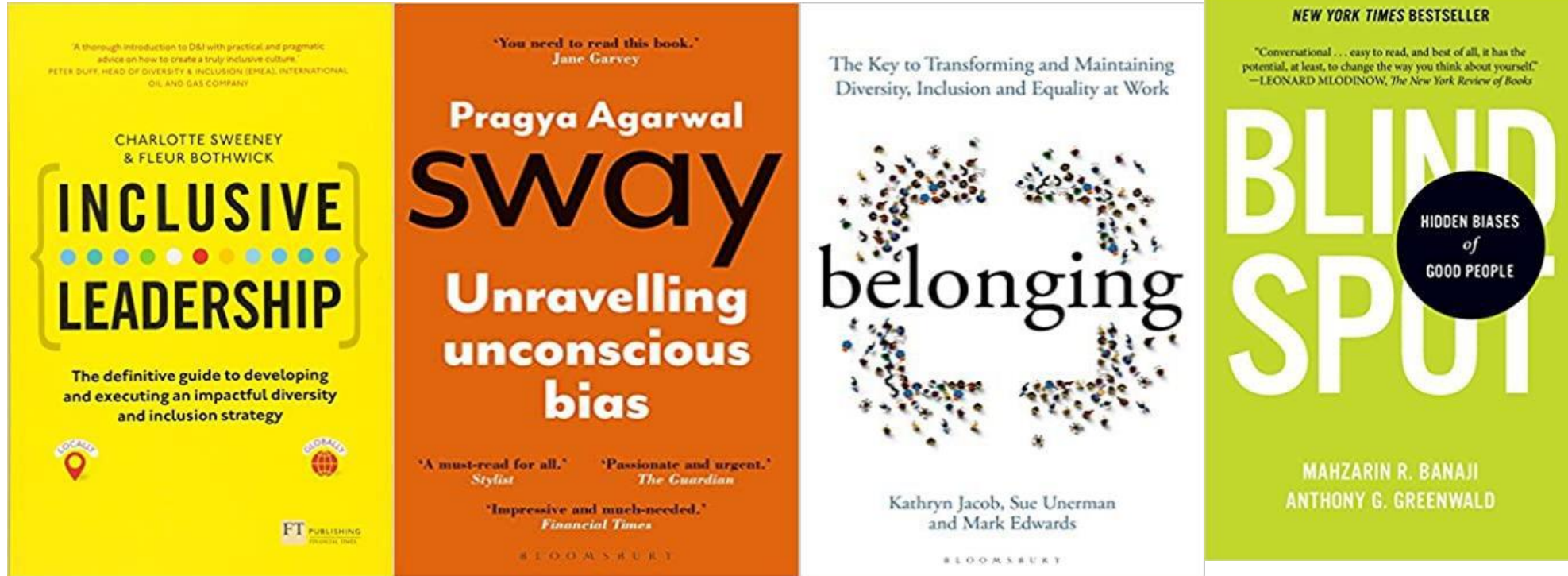


Image Gallery



Image Gallery



"If my wife comes to me in obvious pain and asks "Do you love me?", an answer of "I love everyone" would be truthful, but also hurtful and cruel in the moment. If a co-worker comes to me upset and says "My father just died," a response of "Everyone's parents die," would be truthful, but hurtful and cruel in the moment. So when a friend speaks up in a time of obvious pain and hurt and says "Black lives matter," a response of "All lives matter," is truthful. But it's hurtful and cruel in the moment". ~ Doug Williford 💜



Image Gallery

1 | Understanding what optical allyship is

"allyship that only serves at the surface level to platform the 'ally', it makes a statement but doesn't go beneath the surface and is not aimed at breaking away from the systems of power that oppress."

- Latham Thomas

@mireillecharper

ANATOMY OF AN ALLY



A MOUTH TO
SPEAK OUT
AGAINST
INJUSTICE



A NOSE TO
SNIFF OUT
IMPLICIT BIAS



EYES TO
IDENTIFY
PRIVILEGE

@ohhappydani



Image Gallery



Understanding the concept of allyship

Thank you for watching & reading

