Hastening Internal Program Changes to support Equity Centered Title V Services
How to practice allyship in discussions

Share the mic
Make space for everyone to speak. Step back if you often share first or when exploring areas where you hold privilege.

Commit to confidentiality
Don’t use other people’s names when sharing stories and keep everything shared confidential.

Be mindful of your a-ha moments
When you see something through a new lens, remember that it might be part of someone else’s day-to-day. Be aware of how your sharing will land for them.

Don’t question others’ experiences
Don’t question or discount the lived experiences of others.

Give one another kindness
Believe one another’s best intentions and be patient when mistakes are made.
Agenda

1. Define allyship
2. Unpack your privilege
3. Uncover workplace inequities
4. Discover your power
5. Learn allyship actions
6. Review the Active Allyship Framework
Privilege

Privilege is the unearned advantage we get from being part of a dominant group whose needs have traditionally been prioritized.
Allyship

Allyship is an active and consistent effort to use your privilege and power to support and advocate for people with less privilege.
WHY I’M HERE
Allyship can be a powerful force for good

Allies help people with traditionally marginalized identities feel supported and included.

Other employees step up.

Culture shifts to promote equity.
Employees with traditionally marginalized identities are not getting the allyship they deserve

White employees that see themselves as allies to women of color

Employees that think employees of their race and gender have allies at work

There’s a gap between intent and action

White employees . . .

- See themselves as allies to women of color: 63% in 2020, 77% in 2021
- Educate themselves about the experiences of women of color: 45%
- Publicly give credit to women of color for their ideas: 43%
- Work to confront discrimination when they see it: 39%
- Advocate for new opportunities for women of color: 21%
- Are mentoring women of color: 10%

How to be an ally at work to people with a broad range of traditionally marginalized identities

Centered on the experiences of:

- The LGBTQ+ community
- People with disabilities
- People of color
- Women

Built in partnership with experts and those with lived experiences
Uncover workplace inequities

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Workplace categories

Everyday interactions

Workplace norms and expectations

Hiring

Advancement and recognition

Mentorship and sponsorship
4

Discover your power

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WHAT DO WE MEAN BY POWER?

Your **power** is your ability to make an impact.
WHAT DO WE MEAN BY POWER?

Positional power: the power you have based on your role and level
WHAT DO WE MEAN BY POWER?

We all have forms of power.
<table>
<thead>
<tr>
<th>Power Example</th>
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</thead>
<tbody>
<tr>
<td>interviewing employee candidates</td>
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<tr>
<td>active listening to community partners</td>
</tr>
<tr>
<td>providing upward feedback to leadership</td>
</tr>
<tr>
<td>Engaging stakeholders</td>
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<tr>
<td>Selecting grantees and where our money goes</td>
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<tr>
<td>helping to plan meetings</td>
</tr>
<tr>
<td>design of RFP or grant solicitations</td>
</tr>
<tr>
<td>Longevity knowledge</td>
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<tr>
<td>Participate in hiring processes and interviews</td>
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</tbody>
</table>
SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

- offering mentorship
- informal influence through intentional messaging
- interview questions
- mentoring and precepting
- mentorship
- being present as a support/champion, but not the leader
- utilizing data to direct where gaps are in the system/help contractors better serve under-served populations
- advertise job openings on platforms that will reach BIPOC
- funding requirements/restrictions
SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

- Not supporting materials that are deemed harmful by a community of people with lived-experiences
- acknowledging the work of women of color
- recognition of strong performance
- i am a hiring manager and serve on hiring committees
- Recognizing strong work done by others.
- Recruitment, interviewing and hiring processes and decision-making
- create workplace norms that support individual needs
- making sure listening and advocating on behalf of employees from my position
- My position of CYSHCN director in itself is a position of power. A way I can practice allyship is to ensure that the population served is similar to the population hired to do work and provide services
SHARE AN EXAMPLE OF POWER YOU CAN USE IN YOUR ROLE TO PRACTICE ALLYSHIP - OR A TYPE OF POWER THAT YOU HAVE THAT YOU HADN'T THOUGHT OF BEFORE

- Mentorship and linking people with opportunities for professional growth
- Openly acknowledging the privilege
- Asking about how can we address eqilitu here whenever I can
- Mentoring
- Setting an example
- Verbally showing support for those in marginalized communities. DURING meetings, not just after
- Look internally to see how training, policies, and processes are biased, or sustaining systems that are inequitable/unjust
- Making an effort to network with colleagues across agencies and disciplines who are bipoc
- Eqilitu is supposed to be equity!
Share an example of power you can use in your role to practice allyship - or a type of power that you have that you hadn't thought of before.

- Being virtual has allowed us to hire a more diverse workgroup at the state level.
- Advocating for what is just and fair for colleagues, children, and families.
### Learn allyship actions

1. Define allyship
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5. **Learn allyship actions**
6. Review the Active Allyship Framework
Types of allyship actions

**Individual**
Our actions to educate ourselves, model good behavior, or change our mindset

**Interpersonal**
Our actions to support, surface issues or push for changes through our day-to-day interactions with others

**Structural**
Our actions pushing for change in norms, policies, or systems
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Review the Active Allyship Framework

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Active Allyship Framework

- Identify inequities at work
- See your privilege
- Own your positional power
- Consider actions to take
4 Discover your power

We learned that our power is our ability to make an impact at work—and that our positional power is the power we have that’s based on our role and level.

5 Learn allyship actions

We dove into the strategies to practice allyship—and specific individual, interpersonal, or structural actions. And we each identified some actions that we can practice given our power and privilege.

6 Review the Active Allyship Framework
THANKS FOR PARTICIPATING IN TODAY’S WORKSHOP

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