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PARTNERSHIPS FOR DIVERSITY AND INCLUSION



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What Have We Learned?

- Things we can do to develop into a better ally
- How to issue an observation
- How to accept an observation

Try an Ally Action Every Day!

1. Review and remind yourself of the characteristics of a good ally
2. An ally development activity I will try today is _____
3. Today I will be an ally to a targeted group on campus by doing _____

Being a Good Ally



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An **ally** is a person who supports the rights of others. The ally is not a member of a specific target group, but works to end discrimination and oppression of that group. We can all learn to become better allies, whom:

- Address issues, not just incidents
- Listen with an open mind
- Commit to personal growth in spite of the discomfort it may sometimes cause
- Confront their own prejudices
- Believe all persons should be treated with dignity and respect
- Recognize their mistakes and doesn't use them as an excuse for inaction
- Is active even when the target person is not in the room
- Is always intentional and vocal about being an ally -- there is no such thing as a passive, silent ally

Your ally relationships are not friendships. An ally is not equal to a friend. When someone experiences an oppressive incident, a friend often focuses on the *incident*. An ally focuses on the *issue* and works to minimize or eliminate future incidences from occurring.

What Have We Learned?

- What an ally is
- The characteristics of a good ally
- The difference between an ally and a friend

Practice will help you develop into a better ally. Here are some actions you can take to grow your ally skills:

- Do Your Own Homework! Don't expect to be taught by the members of the target group. Work to develop an understanding of their personal and institutional experiences
- Don't expect people to thank you for what you're doing
- Choose to align yourself publicly and privately with members of target groups
- Commit yourself to a process of personal growth that is necessary to be effective
- Be able to say "I was wrong" and then move on
- Step out of the "missionary" role



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Bystander – do it, with safety. If you hear, experience, or witness an act of oppression, that is an opportunity for you to intervene as an ally. Do so only if you feel safe to act in the moment.

Issuing an Observation

TIP: Don't label the person or ignore what you observed

1. Breathe. Ask clarifying questions. Do not argue or accuse.
2. Name it. Say what the person just did. ("What you said was sexist.")
3. Give Information. Say why the behavior was oppressive, offensive, etc.
 1. ("Referring to someone using that label implies that they are not valued.")
4. Give a direction. Say what the person can do to avoid this happening in the future.
5. Reflect. Go away and think further about what was said and what you learned.

None of us can know everything or be free of bias. If someone issues you an observation regarding something you have said or done, here are steps for accepting that observation:

Accepting an Observation

TIP: Don't ignore the accusation or offer excuses for what was happened.

1. Breathe: Ask clarifying questions. Do not to argue or defend.
2. Listen carefully. Try to understand what the affected person is trying to bring to your attention.
3. Thank the person (only if you can do this genuinely). Remember, it isn't easy or comfortable for a person to tell you something you said or did was experienced as hurtful.
4. Take action. This may include apologizing, learning more, talking to others about this issue, helping change policy, etc.
5. Reflect. Go away and think further about what was said and what you learned.



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