Who is your Ally?

Presented by: Michaela Calhoun, Victim Services Coordinator, AMC Phoenix Center

<table>
<thead>
<tr>
<th>Start</th>
<th>Be</th>
<th>Ask</th>
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</thead>
<tbody>
<tr>
<td>Start with yourself</td>
<td>Be vulnerable</td>
<td>Ask questions to yourself and others in the majority</td>
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<td></td>
<td>• Allyship requires introspection of your own identities</td>
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Barriers & Risks to Allyship
- Fatigue
- Performative
- Different expectations

Not intervening is a form of allyship

What kind of ally am I?

<table>
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<tr>
<th>ACTION</th>
<th>NO</th>
<th>YES</th>
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<tbody>
<tr>
<td>No</td>
<td>Lack of critical consciousness</td>
<td>Armchair activist / verbalist</td>
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<tr>
<td>Yes</td>
<td>Non accountable activist or charity work</td>
<td>Critical self awareness with action</td>
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My Assessment & Plan

Who I am currently an ally for in my action and inaction:

My barriers to allyship:

What am I willing to risk:

What does my privilege look like:

Think of situations where someone should be at the table and they are not. By not speaking up, we are allying with the status quo.

Social justice and allyship is messy; it calls into question our nation's history, family history, and our own personal identities.

Click for additional resources

Racial Equity Tools:
The Invisible Knapsack
White Fragility, Robin DiAngelo

Caste, Isabel Wilkerson
How to be an Anti-Racist, Ibram X. Kendi