



Becoming an Ally: How to Turn Intentions into Action

An ally is a member of the advantaged social group who takes a stand against social injustice directed at targeted groups. An ally works to be an agent of social change rather than an agent of oppression. This training will help members of advantaged social groups create space to raise concerns, interrupt behavior, or question conventional practices that fail to respect diversity and inclusion.

Module 1: Understanding Allyship

- 16 Characteristics of an Ally
- 3 Core Behaviors of an Ally
 - Knowledge and Awareness
 - Communication and Confrontation
 - Action and Advocacy
- Case Study

Module 2: Providing a Safe Space for Allyship

- Behavioral Guidelines for Effective Participation
- Engaging in Active Listening
 - Eliminate Listening Bad Habits to Become an Effective Listener
- Identifying Stereotypical Behavior
- Direct with Respect
 - How to Be Direct with Respect
 - Interrupting Phrases
 - Interrupting Questions
 - Check-in Questions/Emotional First Aid
 - Questions for Prevention
- Case Study

Module 3: Using the RACE Framework

- Reduce Anxiety by Talking About Race Anyway
- Accept That Anything Related to Race is Either Visible or Invisible
- Call on Established Internal and External Allies for Help
- Expect That You Will Need to Provide Some Answers
- Case Study



Module 4: When Conflict Arises

- Understanding Conflict Transformation
 - General Framework and Direction
- Facilitating a Dialogue
 - Acknowledgement
 - Reconciliation
 - Envision and Strategies
 - Sustain
- Eight Steps to Becoming a Change Agent
 - Embrace the Fear of Failure
 - Be Aware of Defensive Reasoning
 - Make a Person-Centered Commitment
 - Challenge the Status Quo
 - Collaborate
 - Solve Problems
 - Be a Team Player
 - Participate in Organizational Activities