

## **How to develop allyship**

Here's some information on how to build allyship principles into your work.

### **What is an ally?**

An ally is a person from one social group who actively speaks up for another social group, usually for those with less social privilege e.g. White people standing up for Black and Brown people; Cis people speaking out for Trans, Non-Binary and Intersex people; non-disabled people standing by Disabled people... Allyship goes beyond being sympathetic. It's a willingness to speak out and take action to end injustice.

### **Why is allyship important?**

Allyship helps to create more supportive and inclusive spaces where people feel welcome, safe, seen and heard – at work, while volunteering and when accessing services. Allyship helps to challenge prejudice and discrimination and the systems that underpin them. Greater allyship means more meaningful change.

### **How to be an ally**

- Reflect on your own beliefs, behaviours and assumptions. Understand the social privileges and advantages linked to your identity and experience, even when this feels uncomfortable.
- Learn more about the communities you'd like to be a better ally for. This means researching, reading and listening. Attend events led by minoritised communities and avoid relying on individuals from these communities to educate you.
- Within organisations, take shared responsibility for developing allyship. Share learning, identify actions together... while ensuring the conversations feel safe for staff members and volunteers from minoritised communities.
- Notice and challenge discrimination, harassment and exclusion when they occur. This can start small e.g. considering barriers when planning activities, or referring people to your equity, diversity and inclusion policies when they express prejudice.
- Allow people from minoritised groups to speak up for themselves first, and then act in solidarity. Ask people and communities what kind of support they need and help to create opportunities. Pay people for their input and time where possible, amplify their voices and take their suggestions forward.

As a result of reading this, what can you do within your organisation to show allyship?

If you'd like further support on developing allyship within your organisation, and improving your EDI practices, please get in touch with us at [info@communityworks.org.uk](mailto:info@communityworks.org.uk).