

AM I PRACTICING ALLYSHIP OR PERFORMING IT?



Authentic Allyship

- △ I take time to reflect on my privileges.
- △ I use my privileges to make room for others.
- △ I push myself to act when action is necessary.
- △ I expect and sit with discomfort.
- △ I make this work about benefitting others, not about making myself look good.
- △ I know allyship is an act that requires ongoing engagement.
- △ I act in allyship even when no one is going to know.
- △ I continue my learning.



Performative Allyship

- △ I don't really spend time learning or reflecting on my privileges or where others may be marginalized.
- △ I am concerned with appearances more than making a positive difference for others.
- △ I only show allyship when I benefit too.
- △ I center myself in conversations and actions.
- △ I "jump on the bandwagon" but do not commit for the long term.
- △ If called out, I respond with defensiveness or self-pity rather than open-mindedness and self-reflection.
- △ I make sure people know when I act in allyship.



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