

Are You Ready to be an Ally?

60 Minute Session | Q&A

Session Outline

Welcome

Session Intro

Systemic Racism is Alive; we just have to be AWARE of it

Becoming an Ally

Allyship in practice

Moving beyond Allyship

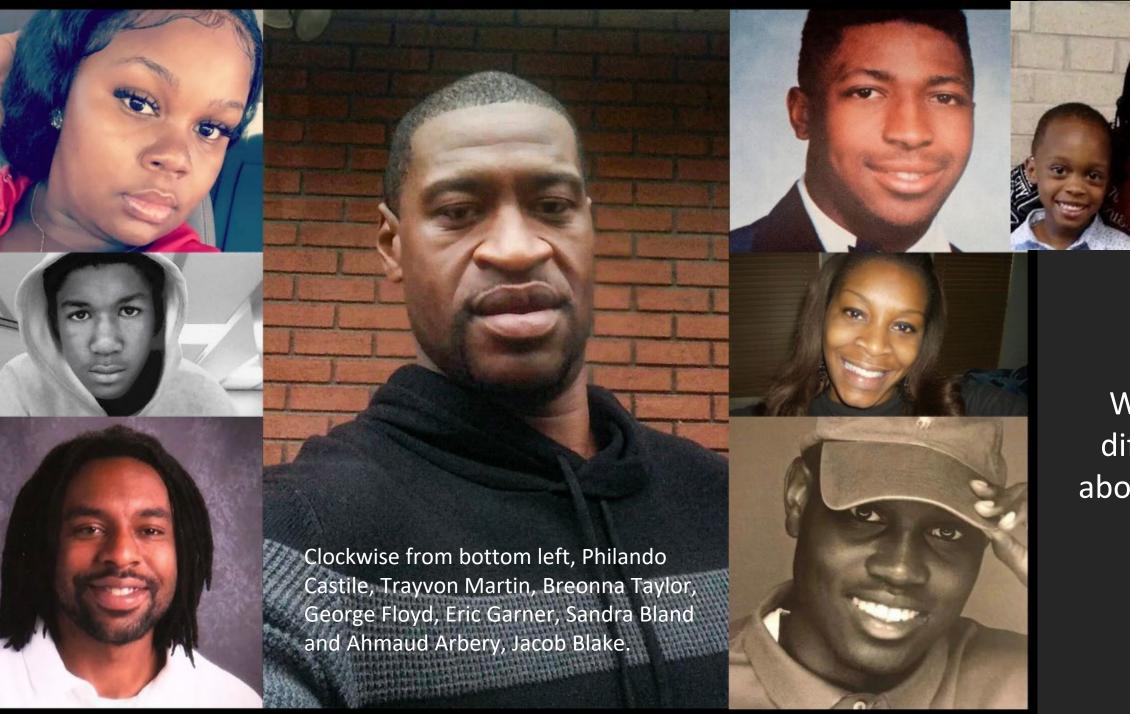
Resources for Right Now

Closing

Quick Poll

Where are you on your ally journey?

- I'm already an ally, I'm just here for the snacks!
- I think I'm well on my way to becoming an ally.
- I think I know what an ally is and I want to know more.
- What's an ally?



What is different about now?





Racism, Not Genetics, Explains Why Black Americans Are Dying of COVID-19

Some scientists and politicians have invoked baseless ideas about unknown genes, ignoring systemic inequality and oppression

June 7, 2020

Implicit Bias | Unconscious Bias

Attitudes or stereotypes that affect our understanding and decisions in an unconscious manner.



We don't think we have bias. and we see it in others more than ourselves.



"I am not biased!"

Fundamental

Attribution Error

We judge others on their

character but we judge

Sally is late to class: she's

lazy. You're late to class; it

was a bad morning.

Self-Serving

Rias

Our failures are situational

responsibility

You won that award due to

ard work rather than help o

uck. Meanwhile, you failed

test because you hadn't

Bandwagon

Effect

Ideas, fads, and beliefs grow

Groupthink

Due to a desire for conformit

make irrational decisions often to minimize conflict



Sally wants to go get ice ream. Francis wants to sho for T-shirts. You suggest getting T-shirts with pictures of ice cream on them.

help her children. Francis

If you see a person as having a positive trait that positive their other traits. (This also works for negative traits.)



she's so cute!

Moral

Better moral standing hannens due to a nositiv outcome; worse moral standing happens due to a negative outcome.



"X culture won X war because they were morally superior t

False Consensus

you like Francis more than

In-Group

Favoritism

We favor people who are in

ur in-group as opposed to an

out-group.

gree with us than is actually



"Everybody thinks that!

Curse of Knowledge

assume everyone else know



Alice is a teacher and struggles to understand the perspective of her new

Naïve

Realism

We believe that we observe

people are irrational

ective reality and that other

Spotlight

neonle are paying attention to our behavior and appearance



Sally is worried everyone's oing to notice how lame he ice cream T-shirt is.

Availability Heuristic

We rely on immediate while making judgments.



When trying to decide on choose the one you most recently saw an ad for.

Forer Effect

(aka Barnum Effect) We easily attribute our personalities to vague statements, even if they car apply to a wide range of



"This horoscope is so

Defensive Attribution

As a witness who secretly fears being vulnerable to a erious mishap, we will blan the victim less and attacker more if we relate to the victin



light because she was playing with her phone. She got known to text and drive, go out and yelled at the person who smacked into her

The less you know, the more confident you are. The more you know, the less confiden



Just-World Hypothesis

Ve tend to believe the world iust; therefore, we assume acts of injustice are deserved.



"Sally's purse was stolen because she was mean to had had karma

I see the world as it really it other people are dumb.

to "it's," so you assume it's

Naïve Cvnicism We believe that we observe

ective reality and that other people have a higher actually do in their intentions/actions



The only reason this perso s doing something nice is to get something out of me

Google Effect

(aka Digital Amnesia) We tend to forget information that's easily looked up in search engines.



"What was the name of that looked it up like eight times...

Dunning-Kruger





Francis confidently assures the group that there's no kelp work in the dairy industry

Anchoring

We rely heavily on the first piece of information introduced when making



"That's 50% off? It must be a great deal.

Automation Bias

We rely on automated ems, sometimes trusting too much in the automated orrection of actually correct







Bystander to Ally

Agent

Bystander

Ally

Active

Active

Passive





(1)

Actively joins in the negative behavior



(2)

No response



Passive

(3)

Educate oneself



(4)

Interrupt the behavior



(5)

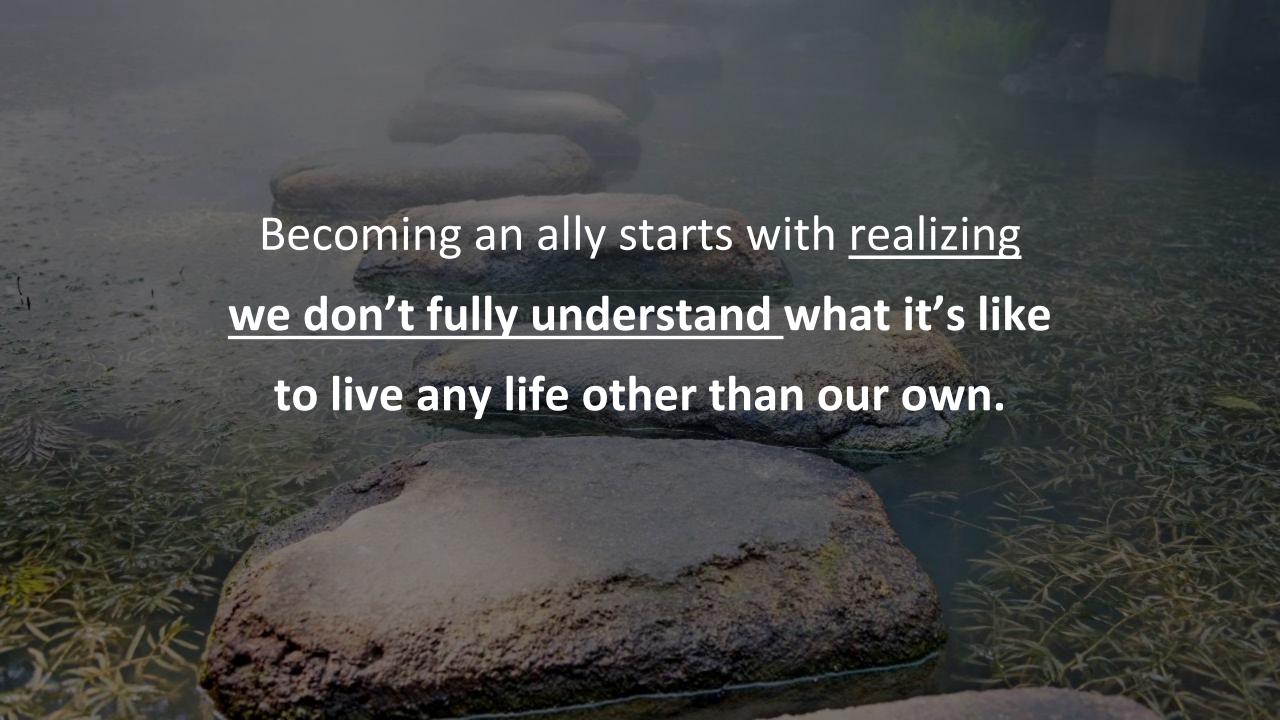
Interrupt & educate

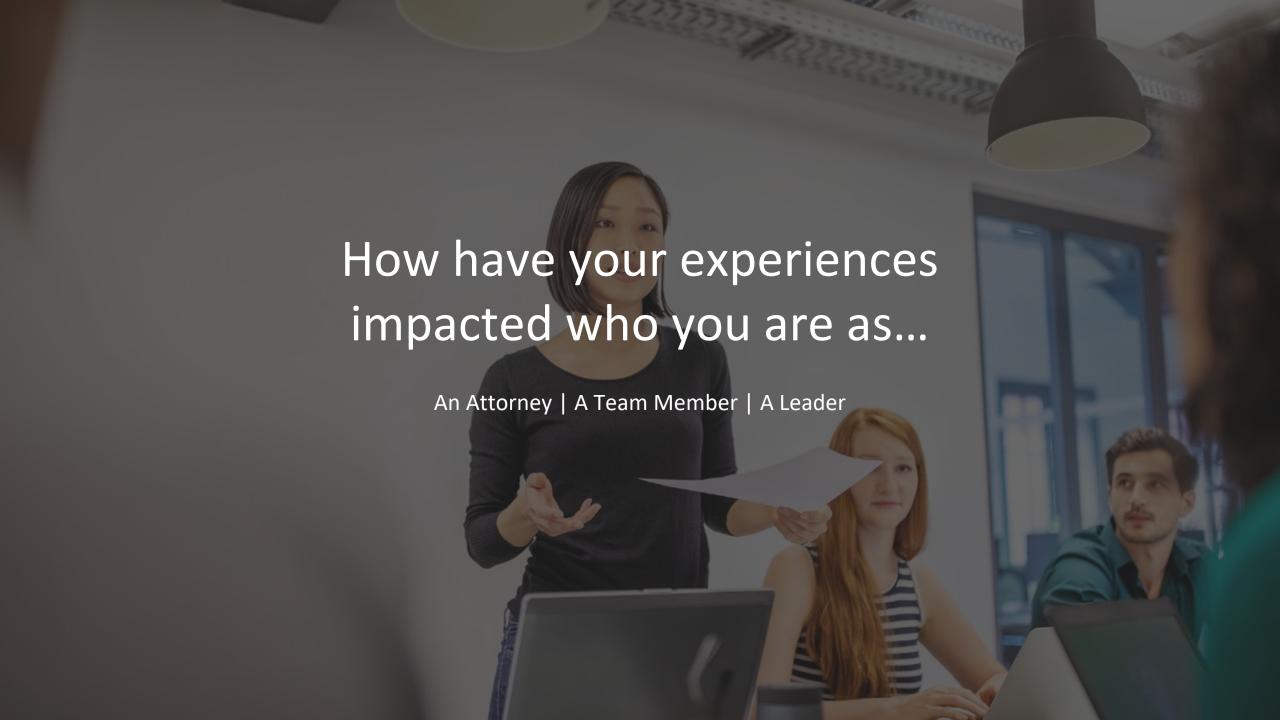


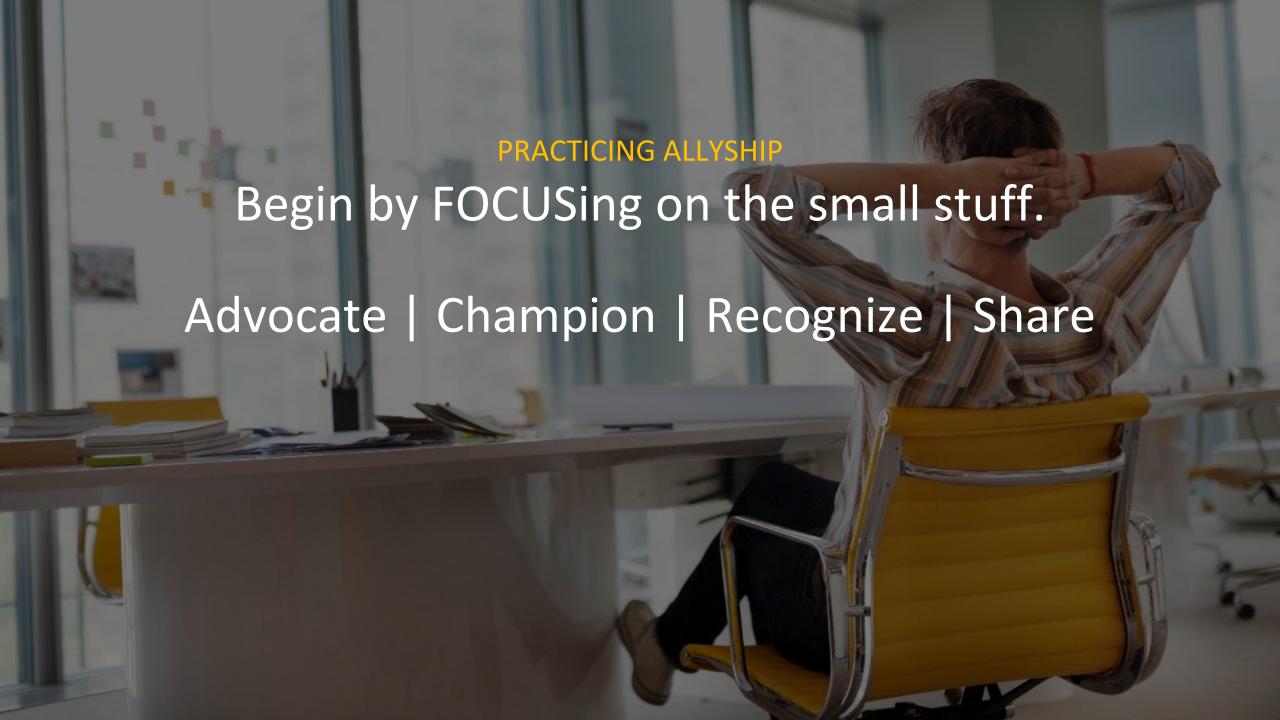
(6)

Initiate an organized response

Karen Bradberry, PhD

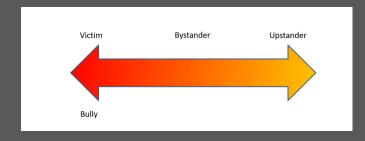


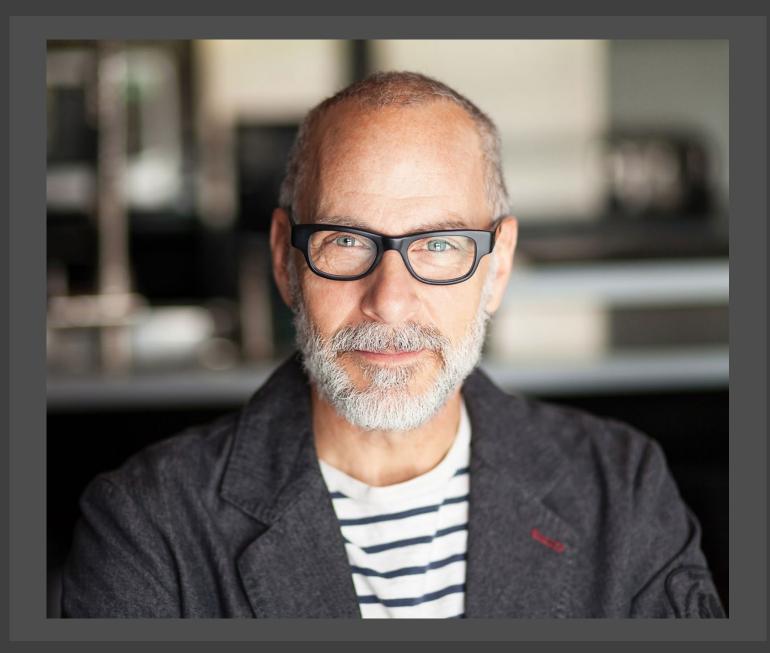




Putting It All Together

Becoming an Upstander





Moving from Bystander

"...It's like the United Nations in here; what happened to the days when people had *regular names* we could actually pronounce."



To Becoming an Upstander



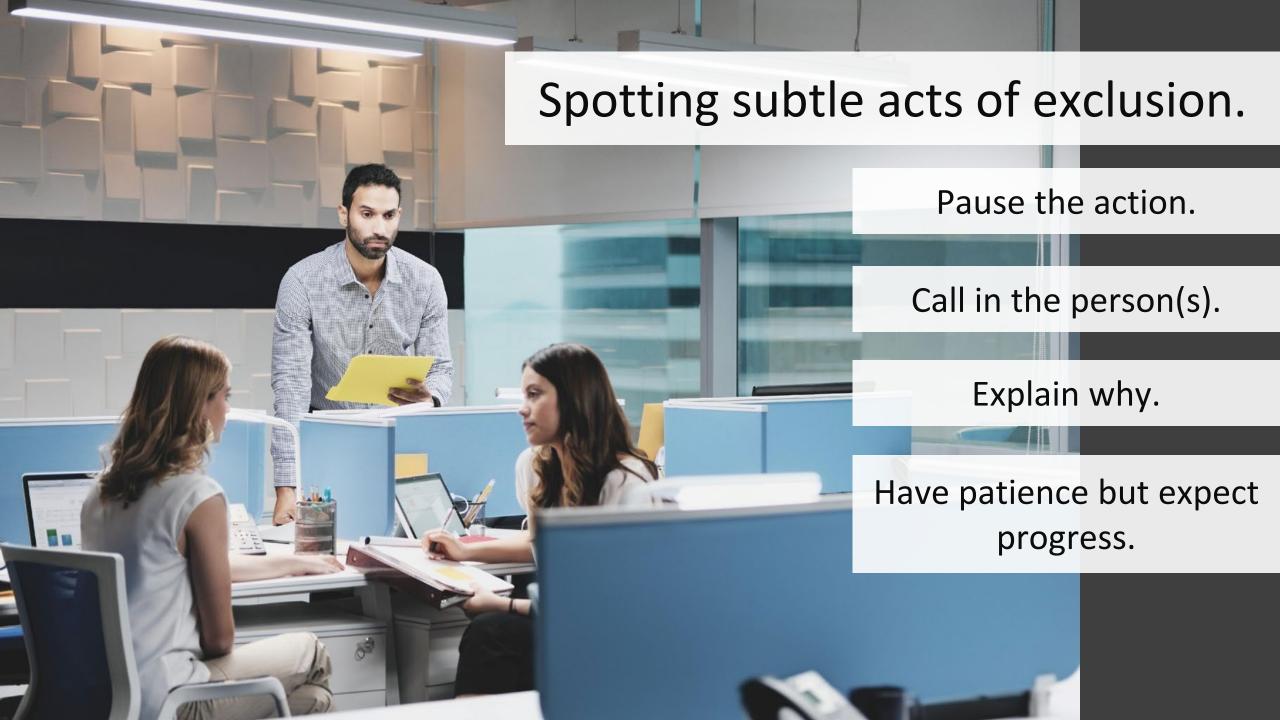
- Ask, "Why do you say that?"
- Guide the person to think about it differently.













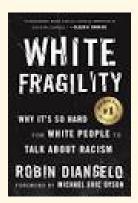




"I am an anti-racist." "I am not a racist."

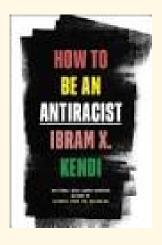
I identify how I may unknowingly benefit from Racism. I promote & advocate for policies & leaders I recognize racism is a that are Anti-Racist. present & current problem. I seek out questions that I sit with my make me uncomfortable. discomfort. I deny racism is a problem. I avoid I understand my own I speak out when I see hard questions. privilege in ignoring racism. Racism in action. Fear Zone Learning Zone **Growth Zone** Becoming Anti-Racist I educate myself about I educate my peers I strive to be race & structural racism. how Racism harms comfortable. our profession. I talk to others who I am vulnerable about my look & think like me. own biases & knowledge gaps. I don't let mistakes deter me from being better. I listen to others who think & look differently than me. I yield positions of power to those otherwise marginalized. I surround myself with others who think & look differently than me.

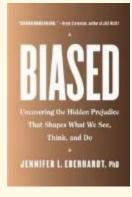
Consider the Path to Becoming Anti-Racist



What to Read





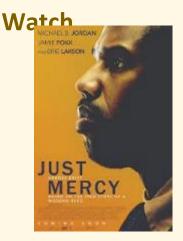






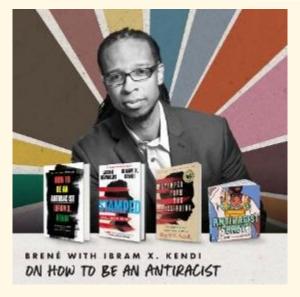
What to

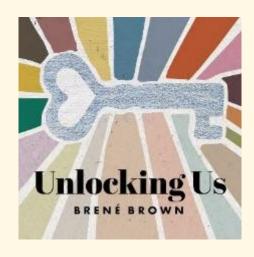




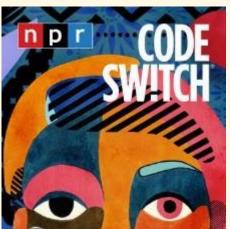


What to Listen to













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