

NEWSLETTER

Diversity, Equity & Inclusion



Day Eighteen - Being an Ally

"The Circle of Human Concern should include everyone, including those with whom we disagree," he said. "We are all a part of each other. We don't like it, but we're connected." - [john a. powell](#) (5 minute read)

In a time when it feels like the world is becoming increasingly polarizing, John A. Powell asks, "How can we build bridges?" In his keynote at the [Othering & Belonging Conference](#) (25:54 minutes), he says "We must hear other people's suffering and stories. Compassion means to suffer with others."

What does it mean to be an ally? An ally seeks to understand what it feels like for another person or group to be oppressed, and despite knowing you will never fully understand how it feels, is committed to valuing and supporting people who are marginalized. Remember, being an ally is not an identity, it is a continual process – something that you have to work at, be intentional about, and commit to day in and day out. Explore what active support looks like as an ally in [Race Equity Tools' Guidelines for Being a Strong White Ally](#) (5 minute read).

Today's Challenge

Option 1: Read the [Do's and Don'ts of Allyship](#) (3 minute read) that are important to know as you practice and evolve your role in supporting equity and inclusion. Explore the do's and don'ts you've perpetuated as an ally (or experienced from an ally) in support of equity and inclusion. What might change for you moving forward?

Option 2: Listen to NPR's Code Switch to explore the complexities of allyship on this [30-minute podcast](#). Explore how you feel after listening to the podcast. How can you improve your allyship or support allies?

Option 3: Read about how to be a better [ally in the workplace](#) (10 minute read). Looking for a place to start? Take time to really listen to the experiences of those around you.

Option 4: Listen to this podcast discussing the [Allyship Continuum](#) (38:55 minutes) and how you can go from unaware to accomplice. Explore where you are along the continuum in contrast to where you want to be.

Option 5: Go further and [learn more about the important difference between an Ally vs. Accomplice](#) (10 minute read) in this piece published by Medium.

UWMI Staff Pick

Try to do all five options in Today's Challenge.

Tomorrow's topic: [Tools for the Change Process](#)

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