



March 14, 2023
10:00-12:00
Via Zoom

Allyship into Action

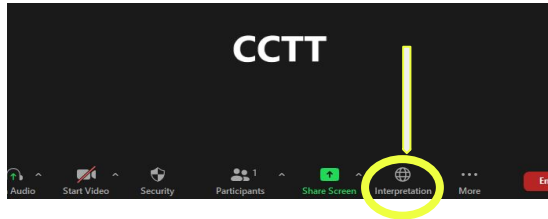
Community Collaborative of
Truckee Tahoe



BLAZE
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SPANISH LANGUAGE INTERPRETATION/INTERPRETACIÓN

1. Click Interpretation

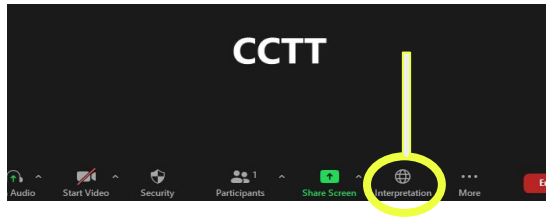


2. Click "Spanish".

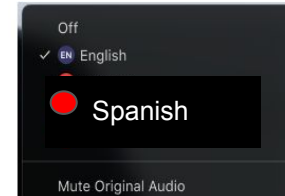


3. Optional: To only hear the interpretation, mute original audio.

1. Presione Interpretación



2. Presione el idioma Español.



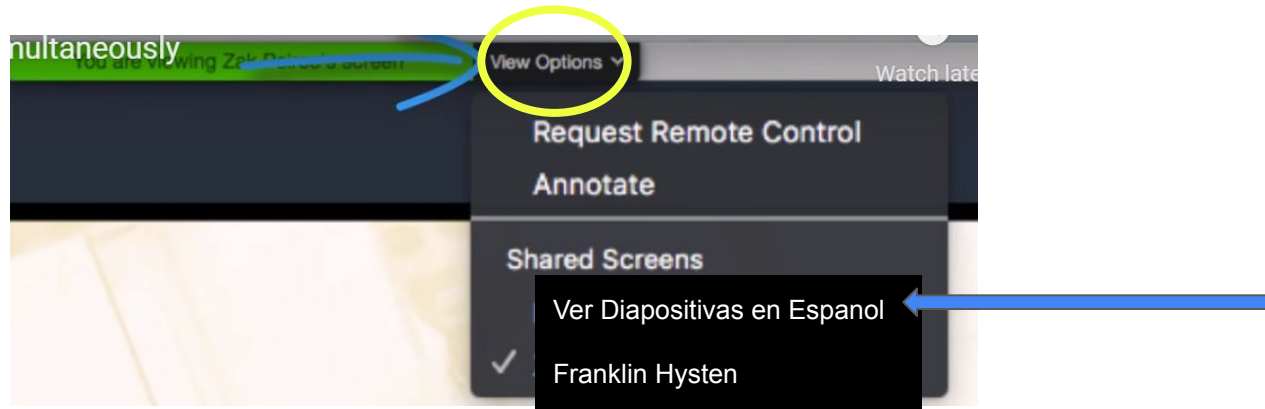
3. (Opcional) Para escuchar en Español solamente, presione "Mute Original Audio".



VIEW SPANISH SLIDES

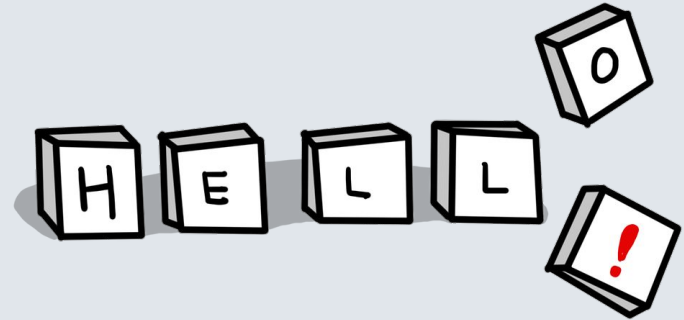
VER DIAPOSITIVAS EN ESPAÑOL

1. Click View Options at the Top of the Zoom Panel
Haga clic en Ver Opciones en la Parte Superior del Panel de Zoom.
2. Click View Spanish Slides
Haga Clic en Ver Diapositivas en Español



3. Mobile Phone Users Do Not Have This Option
Los Usuarios de Teléfonos Móviles no Tienen Esta Opción.

Welcome from CCTT



Updates

1. Connecting Point 211
<https://211connectingpoint.org/winter-weather-resources/>
2. COAD Distribution List
Email Anne Rarick, COAD Manager
anner@connectingpoint.org
3. CCTT Bulletin for announcements



DEMOGRAPHIC FORM/FORMA DEMOGRÁFICA

Please complete CCTT's Demographic Form:
<https://forms.gle/sSZ4bFqTQabQFKkg7>

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Overview

The work of moving towards antiracism in organizations calls on leaders to explore the role of allies in organizational culture. In our last session we asked ourselves, "How do we differentiate between White Saviorism and White Allyship as we go about our mission-driven work?" What part of this dynamic is about our individual leadership and what part connects to our organizational mission?

In this session, we will explore the complexity of allyship. We will name two forces that push us into White Saviorism and name guiding principles to counter its impact. Come ready to co-create a brave space to discuss our own practice and beliefs as we chart new pathways. This session welcomes the participation of all members of our human serving community..

Today's Agenda



- Welcome and Introductions
- Scavenger Hunt
- Power Chart: The Role of Ally
- Allyship vs. Co-Conspirator
- The Power of Informal Networks
- Appreciations



Agreements

- Confidentiality
- “I” Statements
- Respect others experiences
- People over content
- Practice and curiosity
- Offer Grace

Scavenger Hunt

- **Bring something on camera that:**
 - **Is blue**
 - **brings you joy**
 - **reminds you of your peace**

Power Chart

The Role of Ally

Who is on the side of power?

Power Chart

Category	Power	Non-power
Race	White	
Socio-economic Status	Rich	
Gender	Male	
Sexual Orientation	Straight	
Physical Ability	Able-Bodied	
Religion	Christian	

Who can ally?

Power Chart

Category	Power	Non-power
Race	White	BIPOC
Socio-economic Status	Rich	Poor
Gender	Male	Female and other gender expressions
Sexual Orientation	Straight	LGBTG+
Physical Ability	Able-Bodied	Disabled
Religion	Christian	Non-Christian

Who can ally

Power Chart

Category	Power	Non-power
Race	White	BIPOC
Education	Degrees	Non-degree
Gender	Male	Female and other gender expressions
Sexual Orientation	Straight	LGBTG+
Physical Ability	Able-Bodied	Disabled
Religion	Christian	Non-Christian

Who is an ally?

An action, not an identity. Members of the advantaged group recognize their privilege and work in solidarity with oppressed groups to dismantle the systems of oppression(s) from which they derive power, privilege, and acceptance. Requires understanding that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways. It means taking intentional, overt, and consistent responsibility for the changes we know are needed in our society, and often ignore or leave for others to deal with; it does so in a way that facilitates the empowerment of persons targeted by oppression. This framework can be used to imply that one does not feel directly implicated by the oppression.

White Saviorism vs Allyship

White Savior

I know what you need

I have the skills that you
don't have

Centers White people

Allyship

I follow your lead

I serve in solidarity with
you

Centers those from
Marginalized Communities

From Ally to Co-Conspirator



Racial Affinity Groups

“While there is good and important work that organizations can do together around race/racial equity, it can also be valuable and even important to do some work separately in Race-based Affinity groups: White people and BIPOC (Black, Indigenous, and People of Color.)

There can sometimes be resistance to this separation, particularly from White people, who may: want to stay together with the whole group, avoid “segregation”, learn from BIPOC experiences, and more.”

By Zhaleh Almaee & Marc Weinblatt, Co Directors, Mandala Center for Change

Why Race Based Affinity Groups?

1. White and BIPOC people have different work to do
2. Can create space for deeper authenticity and honesty- people less afraid to say the “wrong” thing, offend or hurt the feelings of the “other”
3. BIPOC folks relieved to get some time with others who share the same struggle & have similar experiences of racism
4. In mixed race groups, BIPOC people often “teach” white people and do much more emotional labor



Agreements

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BREAKOUTS

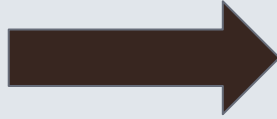
1. So far, we have explored three stances in the journey of racial equity: White Savior, Ally and Co-conspirator
 - a. If you are white, how do you feel about your allyship stance after listening to Bettina Love?
 - b. What would it take for you to advance your commitment to racial equity?
2. For our BIPOC friends,
 - a. What do you need from yourself and others to advance racial equity in your work?

Debrief

Quick Breakout

- Based on everything you heard today, what's one action step you want to take to advance race equity work?

Next Steps



1. Bring back the conversation to your organization:
2. Next session: TBD in June



TAHOE TRUCKEE
COMMUNITY FOUNDATION

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