



Ontario Institute for Education Leadership

*Ontario Leaders Collaborating
for Student Achievement, Equity and Well-being*

STRENGTHENING EQUITY AWARENESS Allyship

ABOUT THIS LEARNING OPPORTUNITY:

This learning opportunity is designed to strengthen leaders' effectiveness in having necessary conversations about all matters related to Equity, Diversity, and Inclusion (EDI).

This is a generic resource that will be enriched by what you bring to the learning. Draw on and apply your personal identity, your lived experiences and diverse background to help ensure that the learning is culturally relevant and responsive and strengthens your equity awareness.

Although you can work through the presentation and its activities on your own, learning will be enhanced with the support of a facilitator in a group setting or with a mentor/coach. It can also be adapted for a range of professional learning contexts for diverse audiences including aspiring leaders, practicing leaders, school staff and parent groups.

WHAT IS ALLYSHIP?

1. What does allyship look like, sound like, and feel like in your context?

2. View the video [What is Allyship](#) (3 min 58 sec). Based on this information, you may choose to add to your previous response.

ALLY, ACCOMPLICE AND CO-CONSPIRATOR

1. What do ally, accomplice and co-conspirator mean to you in your lived experiences and how do they apply in your context?

2. What are the opportunities, challenges and risks?

3. To what extent is becoming a co-conspirator doable? Explain.

4. What are some starting points you would recommend to support your staff in developing their capacity on all three levels?

SHOWING UP – START WITH ALLYSHIP

Individually or as assigned to a group, view the following video clips:

Group 1: Indigenous Ally Toolkit https://segalcentre.org/common/sitemedia/201819_Shows/ENG_AllyToolkit.pdf

Group 2: Guide to Allyship <https://guidetoallyship.com/#the-work-of-allyship>

Group 3: LGBTQ+ Allyship Checklist <https://piow.org/wp-content/uploads/2021/06/piow-allyship-checklist-and-resources.pdf>

Group 4: Lead Like an Ally Checklist <https://nextpivotpoint.com/wp-content/uploads/2020/09/Lead-Like-an-Ally-Checklist.pdf>

Group 5: Checklist for White Allies Against Racism <https://www.powershift.org/sites/default/files/resources/files/checklist-for-white-allies.pdf>

Group 6: White Ally Toolkit <https://projects.iq.harvard.edu/files/antiracismresources/files/whiteallytoolkitworkbook-advancededition.pdf>

Note key insights and implications:

INTEGRATING ALLYSHIP INTO YOUR LEADERSHIP PRACTICE

The purpose of this activity is to help you integrate allyship into your leadership practice.

View [Allyship in practice](#), noting specific examples of individual, interpersonal and structural actions.

Individual Actions:

What steps will you take to increase your knowledge, consider your behaviours, and change your thinking/mindset?

Interpersonal Actions:

What steps will you take to support others and advocate for equity and inclusion?

Structural Actions:

How will you help support the creation of more equitable norms, policies, procedures and systems?
