“Are You an Ally?”:
Ways to Advocate for a More Inclusive Department

“As an ally, I’m not going to pretend to be a superhero. I am here to ask you how I can help.” - William C. Anderson
Community organizer, DREAMEr ally.

Thursday, September 12, 2019
Agenda

• Welcome and Overview
  • Ground Rules
  • DEI Background
• Define Allyship
• Think-Pair-Share Exercise
• Debrief
• Concluding Remarks
Ground Rules

1. Participatory
2. Use “I” Statements
3. Respect
4. One voice, all ears
5. Suspend judgment
6. Seek to Understand
7. Confidentiality
“Working to change an [organization’s] diversity culture is not something that is achieved by a single individual or by proclaiming certain goals on a mission statement; *it is a collective, moral responsibility for which we are all, ultimately, accountable.*”

-- (C. Stanley, 2016)
Why does diversity matter?

- Organizations reap the benefits of diversity when employees bring their whole, authentic selves to work
- Diverse teams are more productive, innovative, and engaged
- Developing the skills to conduct meaningful conversations on potentially polarizing topics such as race, religion, and gender is critical for creating healthy work environments
- It is not only the moral and just thing to do, it is also the best thing to sustain an organization’s competitive advantage
The University of Southern California is firmly committed to becoming an exemplary leader in promoting diversity and creating a culture of inclusion. Equity, diversity, opportunity and access are of fundamental importance to USC. Every academic unit of the university must adopt these principles with regard to race, ethnicity, gender, sexual identity and orientation, differential ability, religion, nationality, military service, other characteristics that define individuals and groups. As such, each school has a Diversity Liaison(s) who serves the critical role of ensuring that the principles of equity, diversity, opportunity and access are embraced, supported, promoted and critically examined, and that a supportive environment is created for faculty, staff, and students. Our commitment to diversity and inclusion reflects our desire to enrich learning by embracing a broad range of ideas and perspectives, our support for the cause of social justice and our realization that, in today’s increasingly global context, the more diverse the community, the greater its potential for economic and cultural prosperity.
<table>
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<tr>
<th>Task Forces and Councils</th>
<th>Joint Provost/Academic Senate Task Force on Sexual Harassment</th>
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<td>Provost’s Diversity &amp; Inclusion Council</td>
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<td>DEI Strategic Plan</td>
<td>Wrote a plan last year</td>
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<td>Three pillars: recruitment &amp; retention, climate, and engagement</td>
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<td>Priorities for 2019-20 are faculty and graduate support, employee engagement, and experiential learning for underrepresented groups</td>
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<td>How Can I Help You?</td>
<td>Customized Presentations</td>
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<td>Workshops, Seminars, and Retreats</td>
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<td>Guest Speakers</td>
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What is Allyship?

• A - Always center on the impacted
• L - Listen and learn from the oppressed
• L - Leverage your privilege
• Y - Yield the floor

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TO BE AN ALLY IS TO...

• Take on the struggle as your own.
• Stand up, even when you feel scared.
• Transfer the benefits of your privilege to those who lack it.
• Acknowledge that while you, too, feel pain, the conversation is not about you.

Guide to Allyship
Everyone Has Many Identities

Race/ethnicity
Gender
Age
National Origin
Religious or Spiritual Affiliation
Sexual Orientation
Socioeconomic Status
...

• Some identities are visible (like race or assumed gender)
• Other identities are internalized and are not always easy to see (like a disability, socioeconomic status or education level)
Think-Pair-Share Exercise
Reflection

• Talk to the person next to you about a time when you experienced implicit bias on campus or in another setting.

1. How did you handle it?
2. What would have made the situation better for you to navigate?
BAD ALLY

Hey, it's me! Your beloved ally?

I have no experience of what you're going through but I'm here to support you!

Now that I think about it, this really has nothing to do with me which makes it not that inclusive.

How can you expect people like me to care when it's not about us?! Not even a tiny bit! We struggle too!

So selfish!

Typical.
Summary

Start by doing no harm
- Know what microaggressions are
- Listen
- Learn, unlearn, relearn
- Give me your full attention
- Don’t interrupt
- Learn the language

Advocate for underrepresented groups in small ways
- Intervene
- Invite to speak
- Refer & encourage
- Normalize allyship

Change someone’s life significantly
- Mentor and sponsor
- Volunteer
- Transform your team and company
Campus Resources

- https://dornsife.usc.edu/diversity/
- https://dornsife.usc.edu/cdd/
- https://diversity.usc.edu/
- https://equity.usc.edu/
- http://graduateschool.usc.edu/dia/
- https://annenberg.usc.edu/research/aii
- https://arch.usc.edu/diversity-equity-inclusion
- https://cinema.usc.edu/about/diversity.cfm
- https://dworakpeck.usc.edu/diversity
- https://employees.usc.edu/work-family-life/
- https://gould.usc.edu/students/diversity/
- https://keck.usc.edu/education/md-program/diversity-inclusion/
- https://lgbtrc.usc.edu/education/facultyandstaff/
- https://marshall.usc.edu/about/diversity-equity-and-inclusion
- https://orl.usc.edu
- https://pressroom.usc.edu/stacy-smith/
- https://viterbischool.usc.edu/diversity-clearinghouse/
External Resources

- http://www.guidetoallyship.com
- https://www.ted.com/talks/stacy_smith_the_data_behind_hollywood_s_sexism#t-17258
- https://www.tolerance.org/magazine/spring-2018/how-to-be-an-ally
Thank You!