

DAY 18: The Process of Allyship

“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](#)

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

What is allyship? Acting in allyship means one 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 by speaking up.. And, as the graphic below from Tawana Petty offers, allyship is but one step along the continuum to co-liberation.



Remember, being an ally is not an identity. Allyship 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](#).

Today's Challenge:

Option 1: [Read Concentrate Media's "How white people can advance racial justice in Washtenaw County"](#) and let newly absorbed information about anti-racism inform all areas of life. Then, [read the Do's and Don'ts of Allyship](#) that are important to know as you practice and evolve your role in supporting equity and inclusion.

Option 2: Listen to NPR's Code Switch explore the complexities of allyship on this [30-minute podcast](#).

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

Option 4: Join a movement, like the [Racial & Economic Justice Task Force](#), [attend a workshop](#) like Poverty Simulation or Bystander Intervention, or [join a monthly book group discussion](#) from our partners at the [Interfaith Council for Peace & Justice](#) (ICPJ).

Option 5: Listen to this podcast discussing the [Allyship Continuum](#) and how you can go from unaware to accomplice.

Share your reflections on today's topic on social media using the hashtag [#unitedforequity](#) and tag [@uwwashtenaw](#).