

For our comfort and discomfort

Living equality and truth in a time of crisis:
how can we be allies?

What is an ally?

- ▶ A person, state, military force, etc., united or associated with another by league or formal treaty, esp. for political or military purposes. (1425)
- ▶ A person or organization that supports the rights of a marginalized group (typically a racial, ethnic, or gender minority) without being a member of it (1970)

What is privilege?

A right, advantage, or immunity granted to or enjoyed by an individual, corporation of individuals, etc., beyond the usual rights or advantages of others;

(a) an exemption from a normal duty, liability, etc.;

(b) enjoyment of some benefit (as wealth, education, standard of living, etc.) above the average or that deemed usual or necessary for a particular group

Having an advantage that is out of your control and that you didn't ask for. You may not even notice that it exists.

What do allies do?

It's not just passive support

Allies are people who

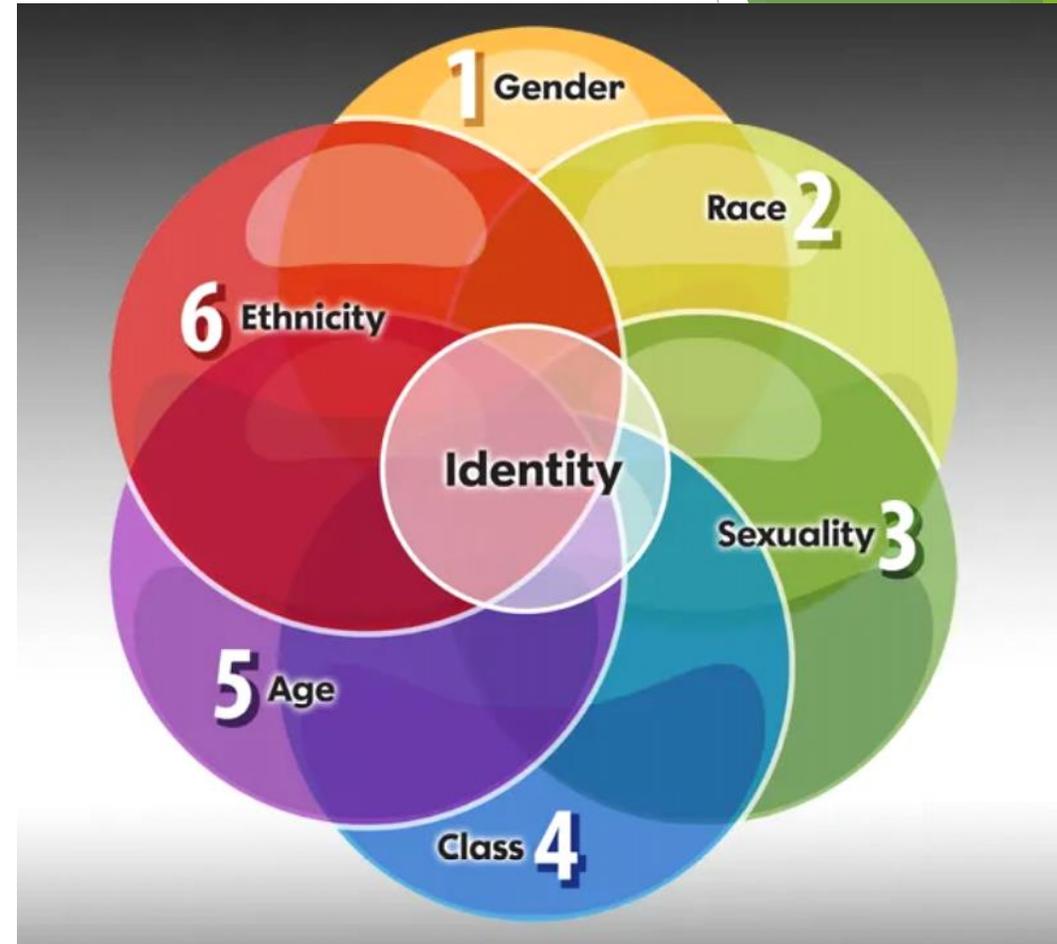
- ▶ try to use their influence and privilege to magnify the voice of under-represented or marginalised groups
- ▶ don't just talk about change - they take action and initiative to lead the change they want to see
- ▶ develop relationships and build empathy with marginalised groups, to better understand their challenges, issues and struggles.

Intersectionality

You can be a member of more than one privileged and/or marginalised group

e.g. male, disabled and black
white, gay and poor

You can yourself be a member of a marginalised group while being an ally to people in a different group, such as a straight disabled person campaigning for LGBTQ rights.



What can I do?

<https://www.kent.ac.uk/equality-diversity-inclusivity/effective-allyship>

- ▶ It doesn't have to be a big grand gesture
- ▶ Make sure the voices of marginalised people are heard, even if they are not in the room
- ▶ See something, say something
- ▶ Be there in support

- ▶ By demonstrating you don't find something appropriate you can help to change culture
- ▶ Transfer the benefits of your privilege to those who lack it

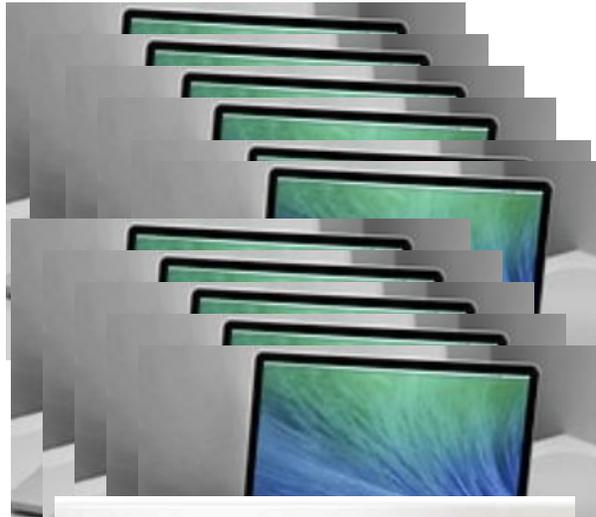
Allyship at Easter

How we talked about Allyship at Easter Settlement Youth Programme

Intersectionality & privilege; the Ethiopian Eunuch and the Torn Curtain.

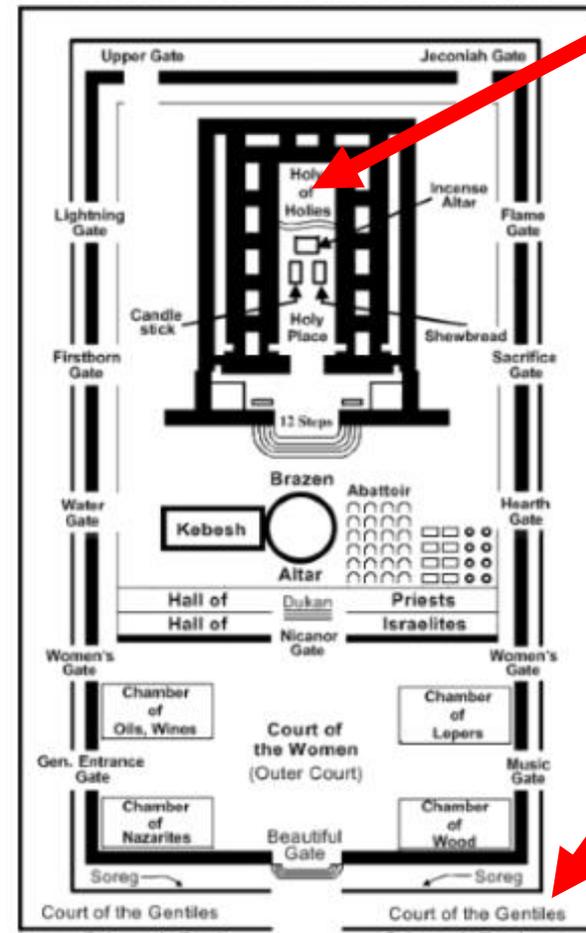
- ▶ Privilege is complicated; especially in the context of young people
 - ▶ Young peoples freedoms are nested in family life
 - ▶ They live in a fairly prescribed environment
- ▶ The Ethiopian Eunuch is a great example of complex privilege, privation and intersectionality
 - ▶ Wealthy
 - ▶ Powerful
 - ▶ Queer in a Ancient world sense
 - ▶ A religious outsider

The Eunuch, the Temple and the curtain



18 weeks

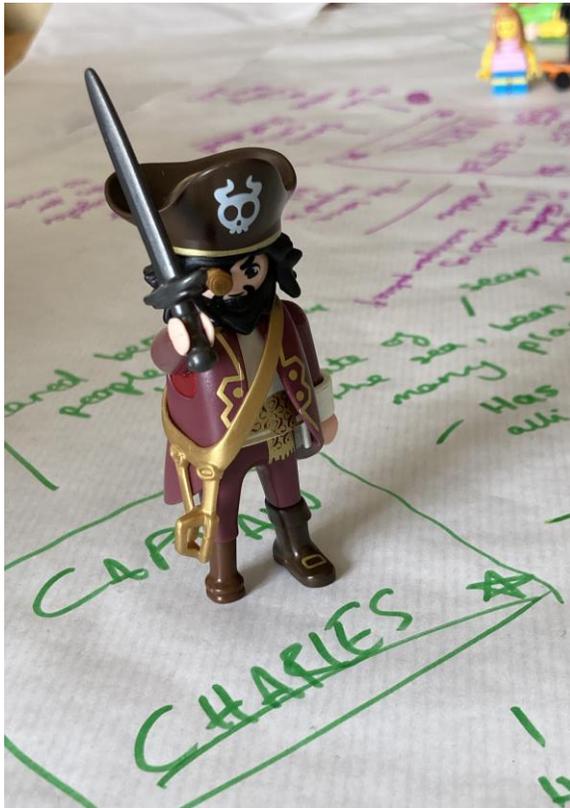
Interior of Jerusalem's Temple



Listening up, Conflict and Allyship...

Dramatis Personae

Captain Charles



- ▶ Likes steal and sometimes kills
- ▶ Afraid because people are after him
- ▶ Has been to many places and seen a lot of the world
- ▶ Has a crew, a second in command, relationships and alliances
- ▶ Eat, drinks and therefore resupplies in ports
- ▶ Has to be tough
- ▶ Yarrrr
- ▶ Good Hat

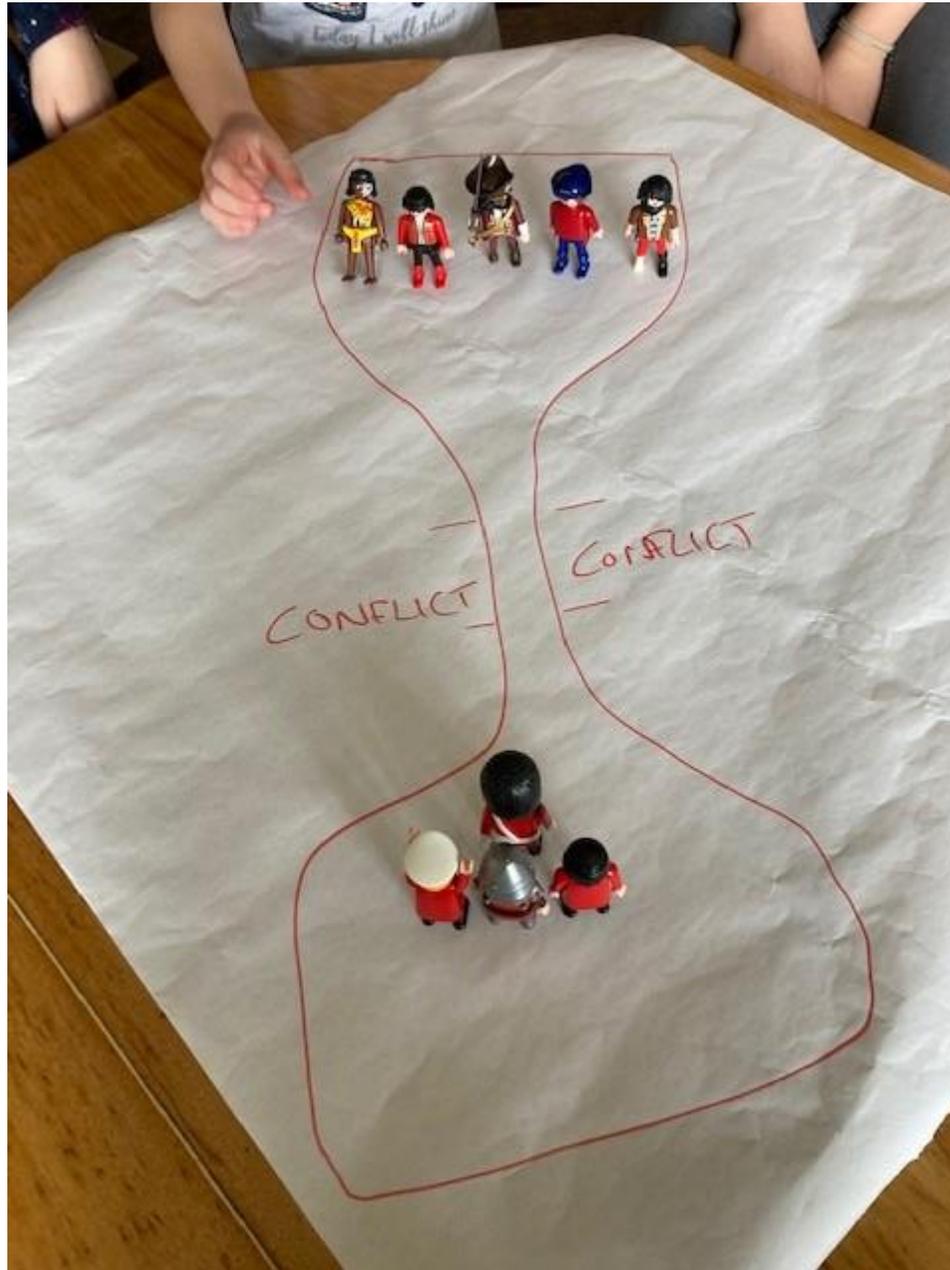
Listening up, Conflict and Allyship...

Dramatis Personae

Beef-Eater Mark



- ▶ Strong and intimidating
- ▶ Is trained to kill
- ▶ Doesn't smile (is not allowed)
- ▶ Always working, no time for hobbies
- ▶ Has a good hat
- ▶ Lives in the company of many
- ▶ Has to be tough





R.I.P
Little Plactic
People

MMXXII

An eye for an eye makes
the whole world blind

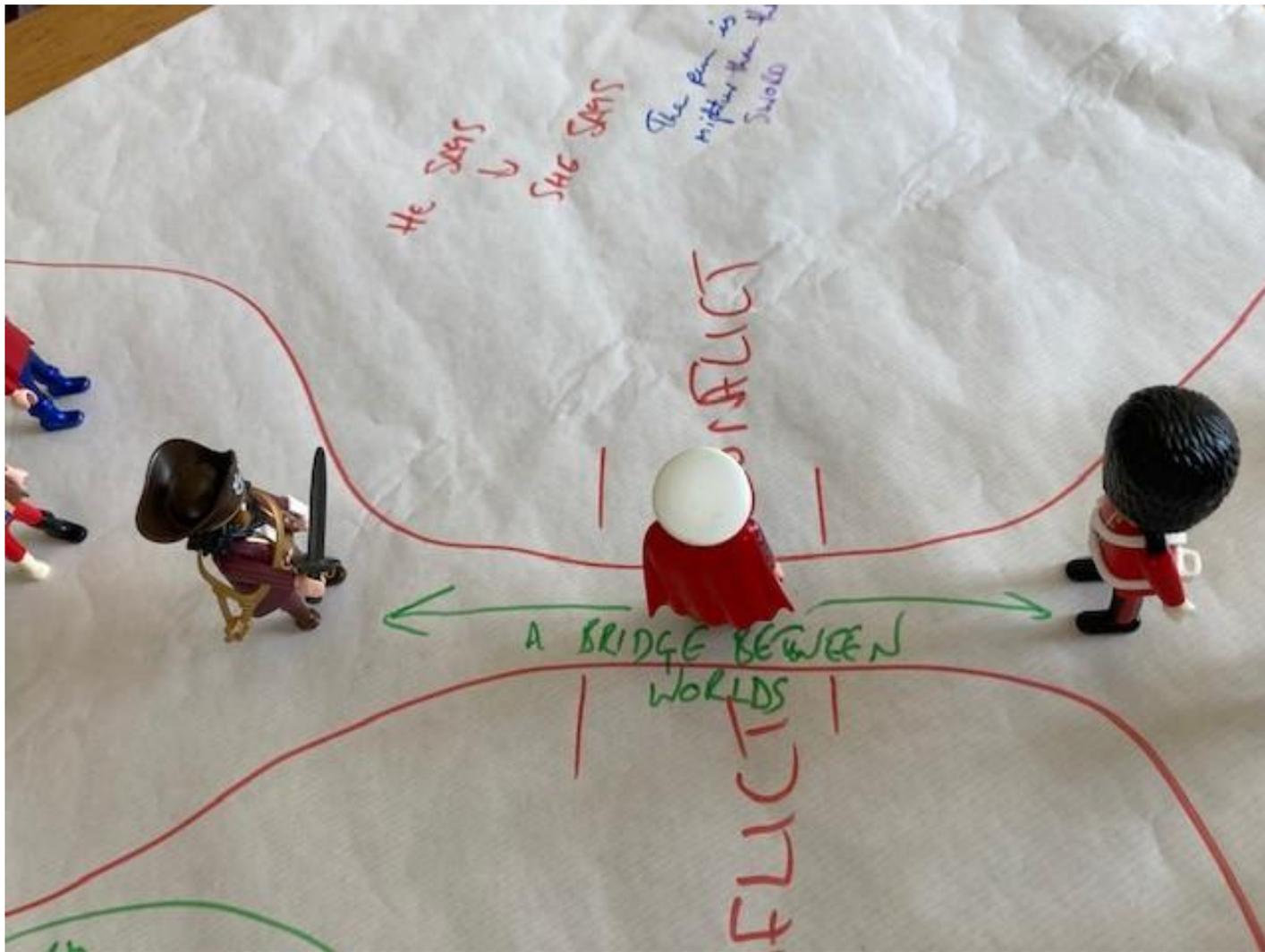
Introduce the Listening Ally Peacemaker

Dramatis Personae

Gymnast Jesus



- ▶ Understands that listening is the first duty
- ▶ Meets people where they are
- ▶ Understands that peace comes from within
- ▶ Has cape and a sparkly top
- ▶ Stands on top of the Onion model of Peace Building....



Listen Up!

