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# *Unpacking Allyship*

*Discover how Division III Faculty Athletic Reps can assist their campuses move allyship from words to deeds.*

## **Presented by:**

Dr. Niya Blair Hackworth (she/her/hers)

Michael Crook (he/him/his)



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***What brings you to  
today's session?***



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# Agreements

- Step Up/Step Back: Everyone speaks, Everyone listens
- Lean into discomfort
- Expect and accept non-closure
- Assume positive intent
- Multiple and competing truths can exist
- We know allyship, you know yourself
- Others?



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# *What would you do?*

**Scenario 1:** You overhear a **fellow faculty member** say a disparaging remark to a student athlete while passing them in the hallway. What would you do?

**Scenario 2:** You overhear a **close family member** say something offensive about the LGBTQ community at a Thanksgiving gathering? At a post-game celebration?



# *What is allyship?*

- An ally is any person who **actively** promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.
- A verb and a noun. A process and an end.
- Proactive, ongoing, and involves learning, unlearning, and reevaluating.



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# *What is allyship?*

- Involves a person from a non-marginalized group - an ally – who uses their structural advantages to advocate for a marginalized group.
- A person with privilege working in solidarity and partnership with a marginalized group of people to take down systems that challenge the group's equal access and ability to thrive in the world.



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# *What is Privilege?*

- Any unearned benefit or advantage one receives in society by nature of their social identities.
- It's always at the expense of someone else.
- “An invisible package of unearned assets” – Peggy McIntosh.
- Is relative. Can seem invisible, natural, and taken for granted.



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<b>Identity/Forms of Oppression</b>	<b>Marginalized Group</b>	<b>Non-Marginalized Group</b>
Racial	People of color	white people
Class	Low income; working class	Middle, owning class
Gender	Cisgender women, transgender people, non-binary	Cisgender men
Sexual orientation	Lesbian, gay, bisexual, queer, questioning, asexual, two spirit	Heterosexual people
Ability	People with a disability (ies)	People without a disability(ies)
Religion	Non-Christian	Christian
Age	Under 35 and over 55	35 – 55
Rank/status	People without college degree	People with college degree
Citizenship status while living in the United States	Non-U.S. Citizens	U.S. Citizen
Language	Non-English	English

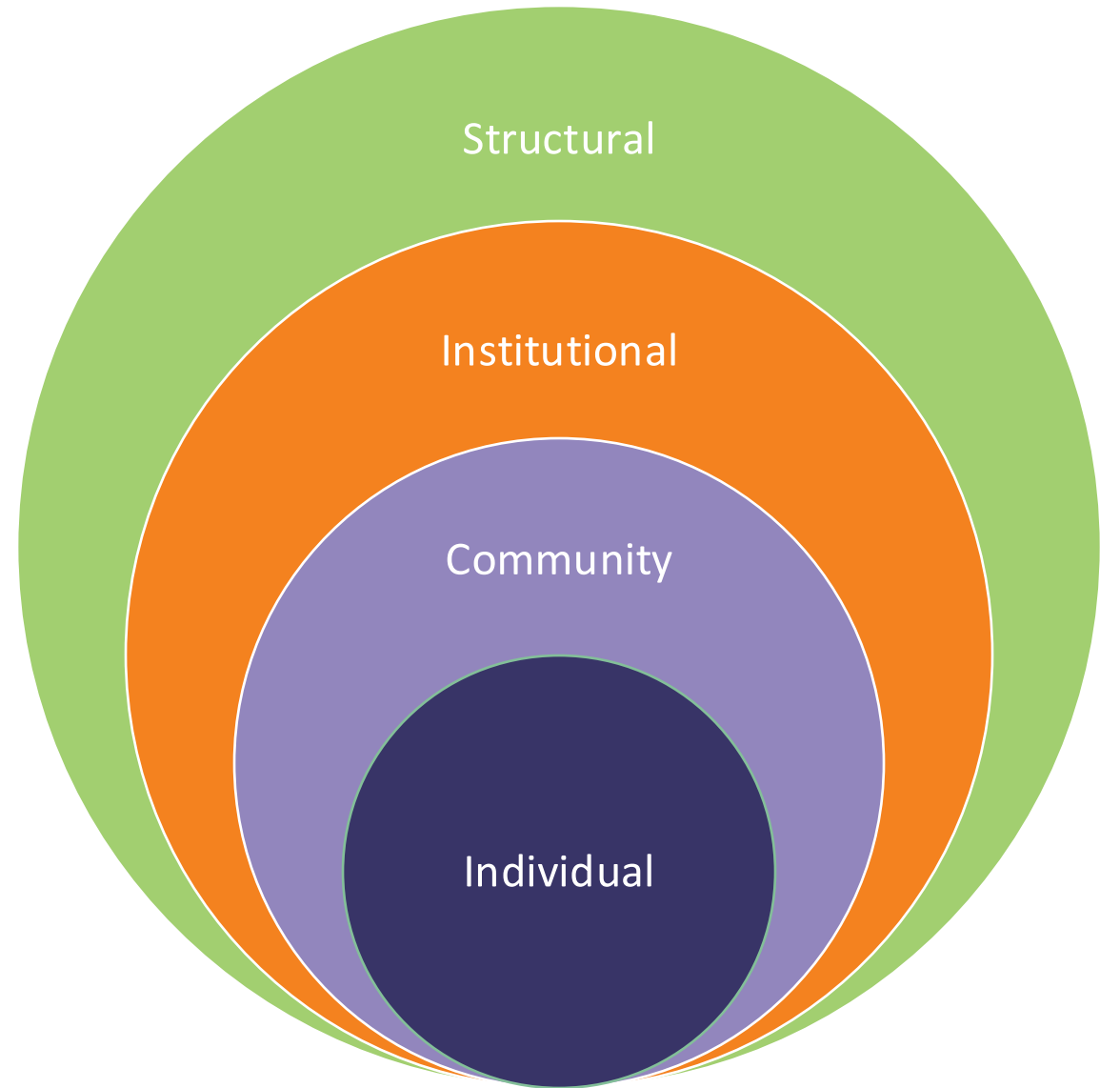


# ***Think - Pair - Share***

- *In your personal opinion, what does allyship look like for you?”*
- *How have you practiced allyship and in what context?*
  - Which settings?
  - Has it changed recently?



***Allyship is needed and can exist at multiple levels***

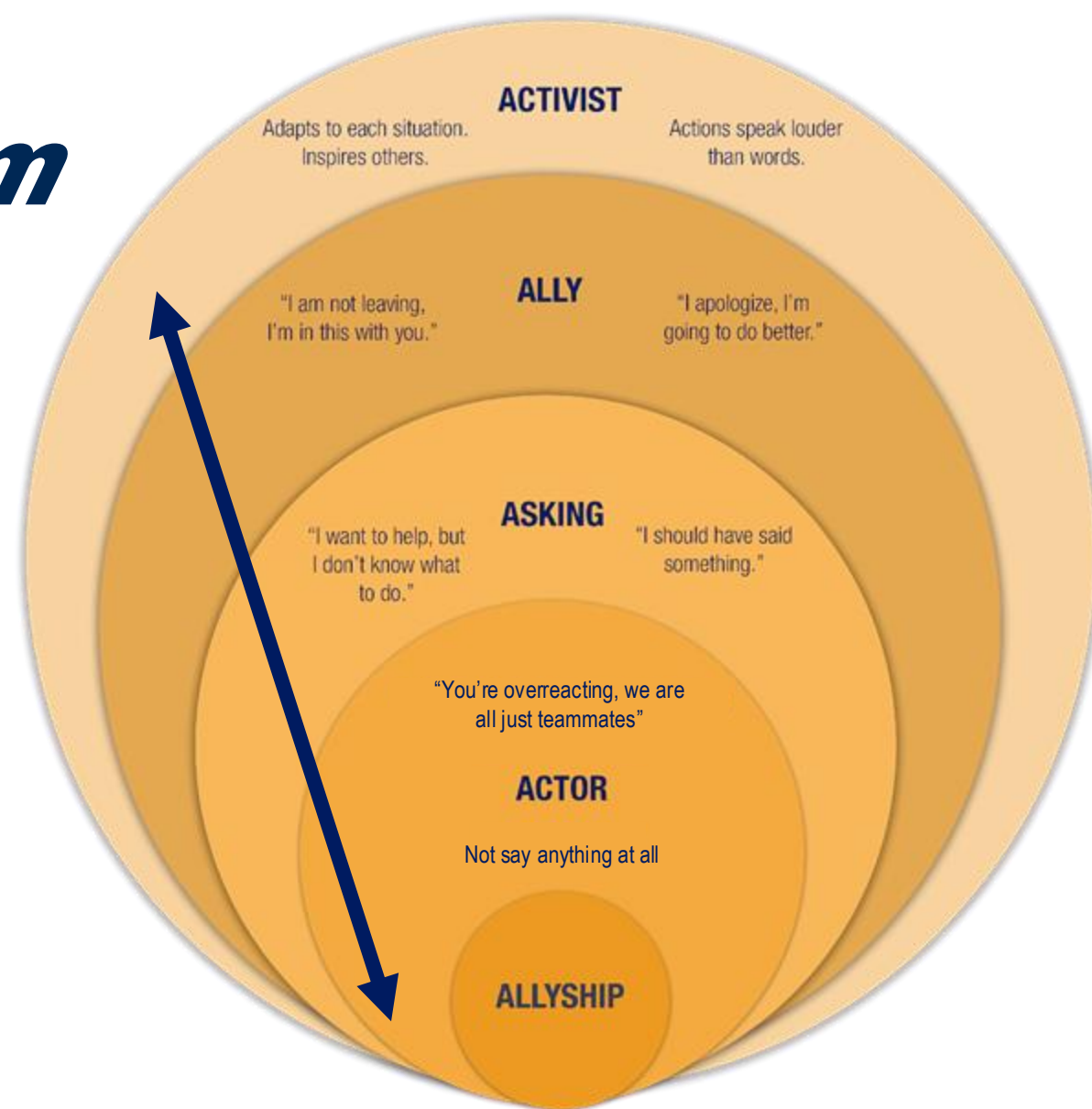


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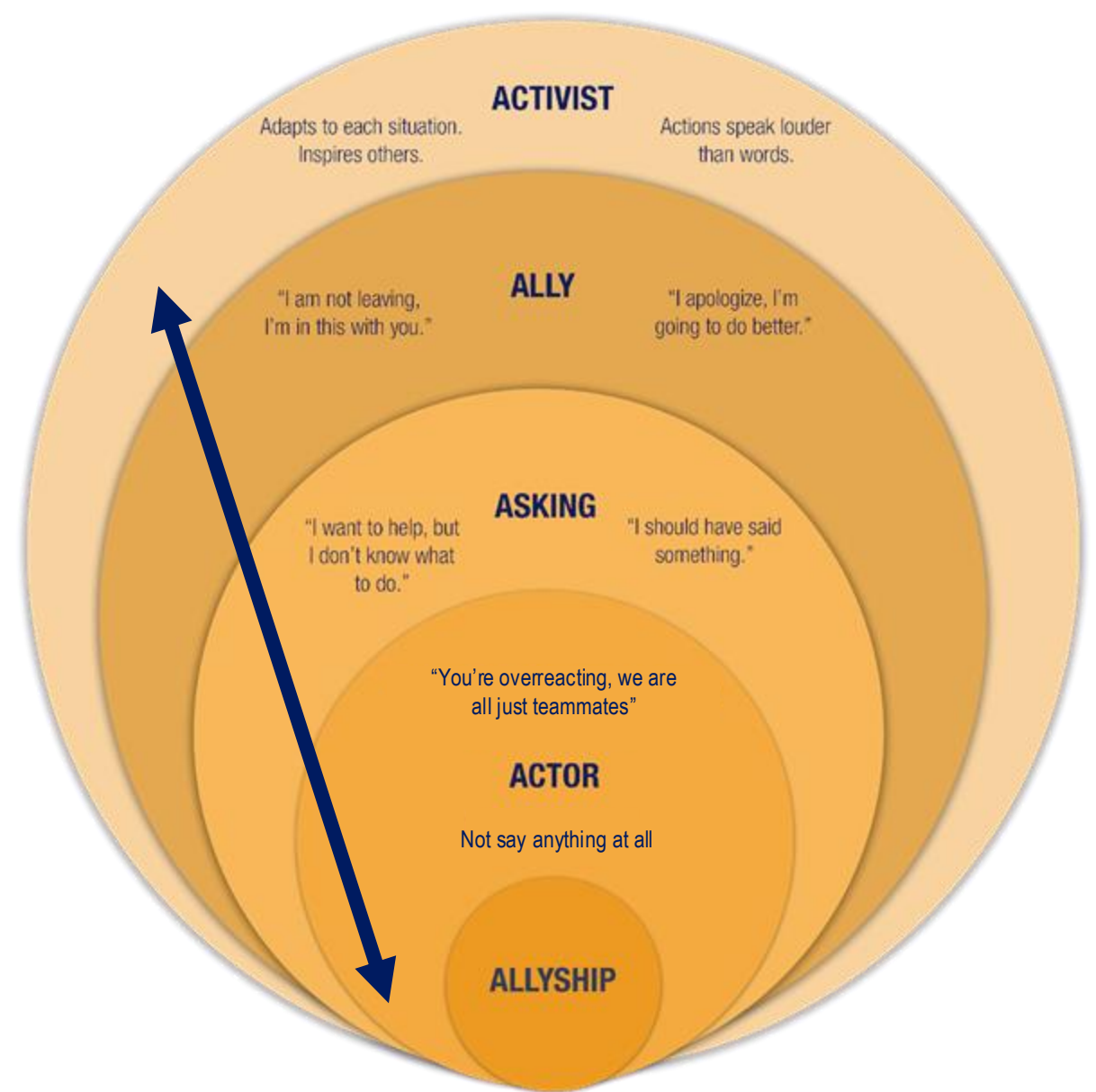
# *Allyship Continuum*

- There are different levels of allyship – four zones
- Developmental process
- Positioning is fluid
- “Woke” doesn’t mean “Arrived”



# *Reflection*

*Where would you place yourself on the continuum?*



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# *Allyship is NOT*

- Not an identity, rather a lifelong process of building relationship based on trust, consistency, and accountability with individuals and groups of people who are marginalized.
- Not easy. It can be hard. You must do *your* work and *the* work.
- Not a performance to highlight on social media to “show” how “woke” you are, or that you are a “good person”
- Not about creating divisions among groups (who is more oppressed).



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***Practical Strategies  
for Creating an  
Inclusive Community***



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# *Explore and uncover your why:*

- Define your personal purpose.
- Allyship is not “helping” others. It’s working toward an equitable society with a personal stake.
- Examine your intentions - what is the root of your energy?
  - Motivated by guilt, shame or feeling bad for other communities?
- Developing and articulating your why helps build trust.
- Why?



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***What are practical ways (big or small) that you have demonstrated allyship in athletics?***



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# *How to be an ally*

- Recognize and understand your own privilege and map out your privileges to understand where you can be the most useful as an ally.
- Educate yourself by reading books, attending online trainings and webinars on the isms, identities, etc.
- Engage in critical self reflection about your own biases (take the Harvard Implicit Associations Test).
- Do your own healing with your oppressed identities.



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# *How to be an ally*

- Educate others by being courageous and address bias and microaggressions; Share insights and invite others to participate in trainings/webinars.
- Listen to and amplify voices and champion marginalized groups.
- Take action and organize in partnership with communities of resilient identities
- Remember to center the voices and needs of those who you are in solidarity with.



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# *How to be an ally in athletics*

- Prioritize student-athlete well-being (mental health, physical health, academic and personal goals and health).
- Advocate for fair play and opportunity for all people.
- Make room for different levels of emotional and gender expression.
- Demonstrate how you value a person beyond being an athlete and also when they are not there.



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Source: <https://guidetoallyship.com/>

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# *Final Thoughts?*



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**“If you have come here to help me, you are wasting your time. But if you have come here because your liberation is bound with mine, then let us work together.”**

**– Lilla Watson, artist and activist**



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***Thank you!***



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