



Doing the Work: Authentic Allyship Q&A

1. Can you talk about performative allyship?
 - Thank you for this question. Please find a detailed description about performative allyship in the video.
2. What common qualities/traits do you all see in those who have been effective allies?
 - Thank you for this question. Qualities of effective allyship are discussed in detail in the video.
3. What do you recommend to those who are working towards becoming an antiracist and white ally? Thank you
 - It is essential that in addition to your PERSONAL research that you work on relationship-building. You have to get closer in proximity through your work, network, etc., to those who are of diverse backgrounds. Be prepared to be uncomfortable as you meet and interact with those who are different, being kind and gracious to meet them where they are (emotionally, mentally and spiritually), being intentional to **not** center yourself, your guilt or shame and instead, allowing space for them to express their truth and lived experiences. Please plan for support if you need it as you journey towards being an ally because the people you extend allyship to, should not have to step outside of their already difficult realities to provide comfort for you as an ally. More on trust building and decentering yourself can also be found in the video.
4. With the advent of a digital signature and communication, is it possible to be as authentic as being in person, or could it allow for more authentic interactions?
 - Meaningful interactions should be the currency of all your working relationships. The key is to build relationships regardless of your platform for work. In my experience, there are passive and active ways to relationship-building. A passive (yet impactful) way to build relationships has been pronoun-use on email signatures or next to my name on virtual meetings. A more active way to build relationships has been asking others to connect (outside of work-related talk) consistently (a 30 minute recurring meeting once a week) to help us better connect. Meaningful interactions are also tied more closely to personal values and expressing oneself. Be ready to freely express who you are and share of yourself authentically with others, regardless of whether the interaction is virtual or in-person.



5. Can you share the most meaningful example that your ally has done for you?
 - Thank you for this question. The answer to this question is shared in the video.
6. I'm very interested in learning more about being a better advocate.
 - We hope you found this discussion meaningful in your journey to being a better advocate and ally.
7. What is a good way for us to be aware of the situations where an ally is called for or appropriate? How do I stay "woke" to the myriad of opportunities to be an ally?
 - To stay in touch with various opportunities to be an ally, build stronger relationships with other people. You also never know when those relationships may help provide YOU an ally in the future. There isn't an easy way to "always know" when to be an ally. Give yourself grace when you learn of instances that you could have been an ally but were not privy to the information regarding that opportunity. This is a journey. You won't always be "there" to be an effective ally and that's okay. Keep moving forward in your journey.
8. Emoji colors? Seems super trivial but I keep seeing white people using black/brown emojis & to me that doesn't seem authentic.
 - Trying to pick the right emoji to convey exactly what one is feeling — excitement, fear, or anger etc., in this digital world — can be tough. It could also be that using those emojis that are black/brown is an attempt for white people to show solidarity with people of color. The problem with that is, the emoji they choose might be sending the wrong message. A text that reads as playful or even "supportive" to one person might come off as insensitive to another. It is critical to understand that the power dynamics that exist in real life don't disappear just because we're communicating digitally. Before emojis of color, when white people sent a high-five over text, it didn't have to be about race. For people of color, it almost always was. Whenever people of color sent that yellow high-five, they were reminded that brown and black hands were not an option. Using certain white emojis might feel a little weird to some white people as they probably do not want to assert their whiteness in every text conversation. However, that discomfort is a product of their privilege, and it isn't a good enough reason to try on someone else's skin.



9. Recommended books to read or podcasts?

o Books

- i. So You Want To Talk About Race – Ijeoma Oluo
- ii. Why I’m No Longer Talking to White People About Race – Reni Eddo-Lodge
- iii. How To Be An Antiracist – Ibram X. Kendi
- iv. Me and White Supremacy – Layla F. Saad
- v. White Tears Brown Scars – Ruby Hamad
- vi. White Fragility – Robin DiAngelo
- vii. I’m Still Here – Austin Channing Brown
- viii. Between The World And Me – Ta-Nehisi Coates
- ix. The Color of Law – Richard Rothstein
- x. The New Jim Crow – Michelle Alexander
- xi. Just Mercy – Bryan Stevenson
- xii. I Know Why The Cage Bird Sings – Maya Angelou

o Podcast - Pulsing Black by Christine Mwangi

o TED Talks

- i. “We Need to Talk About an Injustice” – Bryan Stevenson
- ii. “The Dangers of Whitewashing Black History” – David Ikard
- iii. “Let’s Get to the Root of Racial Injustice” – Megan Ming Francis
- iv. “How America’s Public Schools Keep Children in Poverty” – Kandice Sumner
- v. “The Symbols of Systemic Racism – And How To Take Away Their Power” – Paul Rucker



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- o Movies
 - i. 13th
 - ii. When They See Us
 - iii. Just Mercy
 - iv. The Hate You Give
 - v. The Racial Wealth Gap, Explained
 - vi. If Beale Street Could Talk
 - vii. Let it Fall: Los Angeles 1982 – 1992
 - viii. Fruitvale Station
 - ix. Selma
 - x. Hidden Figures

10. What to do locally?

- o You can support local organizations that are actively doing racial justice work like the Lakeshore Ethnic Diversity Alliance, Urban League, NAACP and [these](#) other amazing organizations.

11. I am interested to hear about how effective allyship has impacted your lives and where good intentions have had negative impact. What would your hope be for a group of white women who are gathered to learn together and do our work around white supremacy and white race?

- o Thank you for this thought-provoking question. The answer to the first part of the question is discussed in the video. The hope for any group of people who are doing active work around anti-racism is to keep going and build relationships with communities that your advocacy and allyship can help. Support their businesses, elevate their community leaders, “Pass the Mic” (see video) to ensure that you share space for them to be heard and ensure you also have support for the journey so as not to suffer from loneliness and burn-out in your ally journey.

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