ALLYSHIP 101:
THE WHO, WHAT, AND WHY

VA Psychology Leadership Conference
Plenary Panel

May 29, 2019
2:45 – 3:45 pm
Agenda

Overview
   Drs. Gayle Iwamasa and Erin Watson (co-moderators)

Panelist Discussion
   Dr. Christopher Watson (PoC and Allies SIG)
   Dr. Kaela Joseph (LGBTQ SIG)
   Dr. Mary Beth Shea (WIL SIG)

Wrap-Up
“WE WILL HAVE TO REPENT IN THIS GENERATION NOT MERELY FOR THE HATEFUL WORDS AND ACTION OF THE BAD PEOPLE, BUT FOR THE APPALLING SILENCE OF THE GOOD PEOPLE.”

– DR. MARTIN LUTHER KING JR.

Quoted in Sue et al. (2019)
Background

■ **The Problem:** “...silence and inaction of people in the face of injustice, hatred, and oppression directed toward socially marginalized group members” (Sue et al., 2019, p 128)
  - 99.5% of 167 psychologists who participated in last year’s study, reported experiencing at least one racial microaggression at work within the past year.

■ **The Resulting Harm:** “non-dominant people have been shown to be influenced affectively, cognitively, and behaviorally” (Brown & Ostrove, 2013, p 2211)
Allyship Defined

- Individuals who belong to dominant social groups (e.g., whites, males, heterosexuals) and, through their support of nondominant groups (e.g., people of color, women, LGBTQ individuals), actively work toward the eradication of prejudicial practices they witness in both their personal and professional lives (Sue et al., 2019, p 132)

Brown & Ostrove, 2013; Sue et al., 2019
Video
Allyship Microinterventions

- “The everyday words or deeds, whether intentional or unintentional, that communicates to targets...”

  (a) Validation
  (b) Value
  (c) Support
  (d) Reassurance

Brown & Ostrove, 2013; Sue et al., 2019
Questions for Panelists

Please share a successful example of Allyship that you have witnessed (as a bystander) or been on the receiving end of (as a target)?

What made the example successful, and what could have caused it to be harmful?
Questions for Panelists

What can allies do to impact macroaggressions that flow from the programs, procedures, and structures in which they practice?
Questions for Panelists

What would you like to see 5 years from now with regard to Allyship?
“THE WORLD IS A DANGEROUS PLACE TO LIVE, NOT BECAUSE OF THE PEOPLE WHO ARE EVIL, BUT BECAUSE OF THE PEOPLE WHO DON’T DO ANYTHING ABOUT IT.”

– ALBERT EINSTEIN

Quoted in Sue et al. (2019)
Final Thoughts

“Lived experience and lived reality are crucial elements for the personal development of White allies.” – Sue, 2017, p 712

Are **YOU** an ally?
If you are an Ally or wish to be one:

- Demonstrate allyship during this conference
- Please join us for the following activities
  - Tonight
    - Informal Networking, 9:00-10:30 PM, Bar at Zocca Cuisine D’Italia
  - Tomorrow
    - Breakout Session 2: Showing Up for Social Justice: Allyship (aka, How to be a better human being), Villa Room (Repeated 11:15-12:15 PM and 1:45-2:45 PM)
    - Networking Lunch, Zapata Room
    - Breakout Session 1: Recruitment and Retention of Diverse Trainees: Their Perceptions and Ours, Navarro, 1:45-2:45 PM
    - Invited Panel: Best Practices from the Field
      - PRIDE In All Who Served: Providing Affirmative Care to LGBT Veterans
      - Developing a Diversity Consultation Service for Patient Care and Staff Support
References


