White Allyship

VA Psychology Leadership Conference
May 26, 2021
2:00-2:45 PM
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Allyship Defined

• Allies are 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; Brown & Ostrove, 2013; Broido, 2000)

• Allies are people who recognize the unearned privilege they receive from society’s patterns of injustice and take responsibility for changing these patterns. (Akbar, 2020, pg. 123)

• Allyship is not self-defined – allies’ efforts and work must be recognized and accepted by the people with whom they seek to ally themselves (Jlove Calderon & Tim Wise, n.d.)
Practical Ways To Demonstrate Allyship?

- Acknowledge racial privilege to others
- Don’t aspire to lead – work in solidarity with people and communities of color – partner with POC to effect change (ask POC for feedback on your intentions and actions)
- Develop interpersonal connections and structures to help maintain antiracist accountability
- Be prepared to alter methods and practices when and if POC give feedback or offer criticism about our current methods and practices
- Ask POC about their experiences and accept their experiences as true, real, and accurate
- Share thoughts on incidents of racism/inequality/privilege when they occur – don’t wait for the burden to be on the POC (e.g., apply micro-interventions)
- Acknowledge contributions and potential contributions of POC privately and publicly
- Bring DEI topics into conversations when there is an absence of such
- Volunteer time to DEI initiatives
Common Concerns About Being a White Ally

• The unknown – “How do I do it”?

• Fear of ‘messing up’

• It can be uncomfortable and requires inner work – a commitment to challenge, interrogate, and confront your Whiteness

• Fear of reputation and social status; potential loss of privilege
Why Be an Ally?

• “Given the social advantage afforded to them, White allies are essential to the work of eliminating mental health disparities among Black Americans (POC).” (Printz Pereira & George, 2020, p. 194-196).

• “Professionals with focuses other than marginalized populations still serve marginalized populations….We are duty bound to ensure benefit across communities in all aspects of our professional contributions (e.g., leadership, mentorship, teaching, research). We are responsible for the impact our biases have on individuals affected by our work and to mitigate the harm it can cause. These efforts are required throughout your profession.” (Printz Pereira & George, 2020, p. 194)

• Development of professional skills

• Development as a human being – payment toward inherent debt to humanity
References


• Calderon, Jlove & Wise, Tim (n.d.) *Code of Ethics for Anti-Racist White Allies.*
