



Active Allyship

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4 COMMON MISCONCEPTIONS OF

ALLYSHIP



1. PERFORMING:
“Performative Allyship”



2. PLATITUDES:
Empty Gestures



3. POSITION:
Having a Title



4. PERFECTION:
Getting it Right Every Time



Center for Creative Leadership®

Contextualizing Active vs. Performative Allyship

Active Allyship is...

- ✓ An authentic support system for colleagues in marginalized groups
- ✓ A genuine attempt to transfer the benefits of privilege to those who lack it
- ✓ A commitment to addressing systemic/root cause issues that stymie and block our efforts toward meaningful organizational change

Performative Allyship is...

- A desire to be recognized and congratulated for supporting colleagues in marginalized groups
- Rhetorical support for diversity, equity, inclusion, and accessibility (DEIA) efforts without substantive efforts
- A conditional, reactive response to systemic matters that require strategy and long-range focus

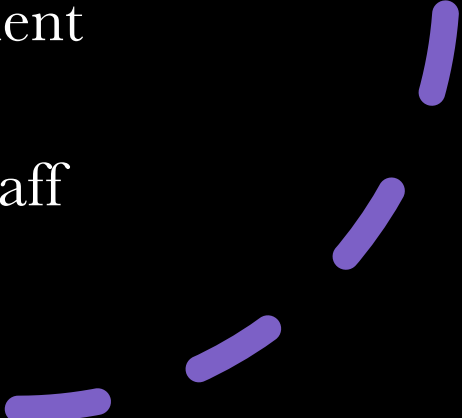
A Good General Definition of Allyship

“An active, consistent lifelong practice of unlearning and re-learning in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group.”

Ollie Hartsfield, Managing Director of SPI Group for Staffbase.com

An Action-Oriented Charge for Active Allyship

Active Allyship is a personal commitment to:

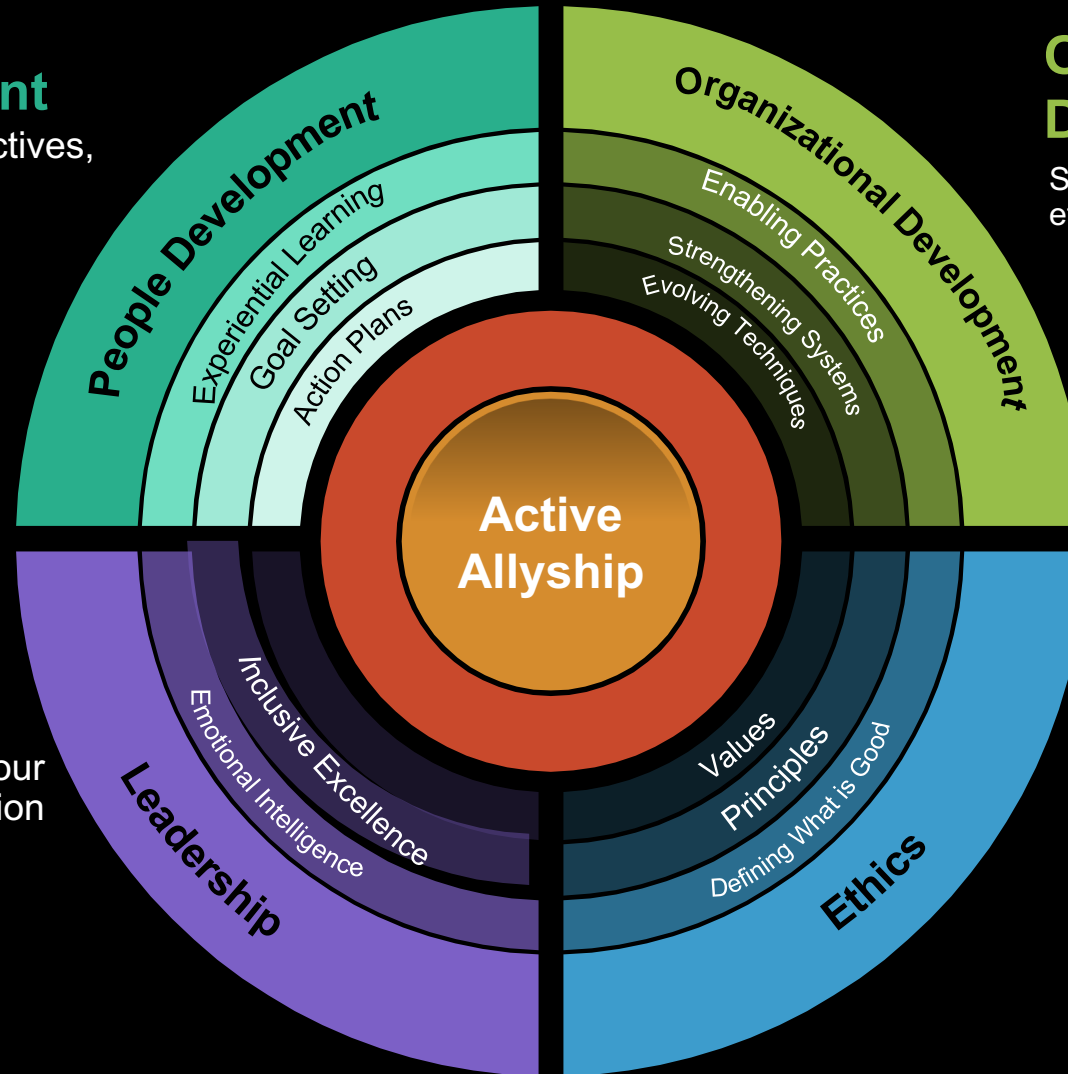
- ✓ Continuously address one's personal bias
 - ✓ Reconcile how privilege is a workplace dynamic that often impacts BIPOCs and others from marginalized communities
 - ✓ Tackle systemic organizational issues that serve as impediments to equitable treatment
 - ✓ Foster sense of belonging among staff
- 

An Operational Framework for **Active Allyship**



Active Allyship Model™

People Development
Emphasis on personal learning objectives,
goal setting and action plans



Organizational Development

Staff at every level contribute to and support efforts that impact organizational change

Leadership
Building capacity to advance our libraries' missions and vision

Ethics
The meaningful way in which our libraries align behaviors with operational activities

Operationalizing Active Allyship



GO TO THE PLACE THAT
YOUR HEART LEADS YOU AS
YOUR INTUITION IS CORRECT



START SMALL WITH PLANS
TO INCREMENTALLY SCALE
UP



BE OPEN TO FAILING
FORWARD WITH INTENTION



SEEK ADDITIONAL SUPPORT
OUTSIDE OF YOUR LIBRARY
AND INSTITUTION IF
POSSIBLE



RECOGNIZE THAT WE ARE
ALL GROWING

A wooden-framed chalkboard with a dark, textured surface is centered on a rustic wooden background. The words "Thank You" are written in a white, serif font, with "Thank" on the top line and "You" on the bottom line. In the bottom-left corner, a portion of a bright orange rotary telephone is visible. In the top-right corner, a portion of a vintage typewriter is visible. The entire scene is set against a dark teal background.

Thank
You

