

# Are you a good Ally?

## Allyship is...

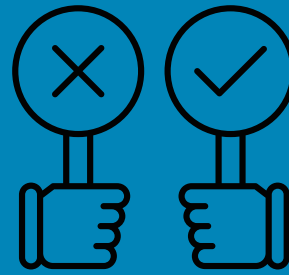
- When an individual supports those from minority/marginalised groups
- A lifelong process of building trusting relationships, accountability to foster a sense of belonging for all
- An opportunity to reflect on our views, biases and assumptions and to take action to challenge social injustice

## Allyship is not...

- A badge of honour or title or an opportunity for self-promotion
- A saviour complex where individuals can be 'saved'
- Being praised for your actions
- Only being an ally when there is an audience
- A pass for you to speak on behalf of marginalised people

### Challenge unacceptable behaviour

As an educator in a privileged position you have power to address unacceptable behaviour



### Appreciate diversity

Be mindful that everyone is unique and appreciate differences between and within communities



### Educate yourself

Learn about the experiences of marginalised groups including students and the challenges students may face on placement

### Get comfortable with being uncomfortable

Open conversations are essential to identify challenges, opportunities and solutions

HOW TO BE AN ALLY AS AN EDUCATOR

### Be present in your Allyship

Attend events which are aimed at promoting inclusion

### Be aware of your privileges

Recognise that these are not awarded to others

### Incorporate Allyship within your role as an educator

An educator is not only a teacher but also a leader, role model, mentor and assessor

### Influence change

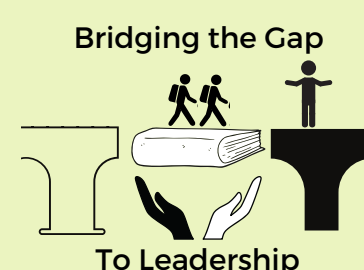
Promote and develop inclusive systems and processes within your organisation

## Practical tips:

- C - Create a safe environment for students to feel secure with speaking up
- C - Challenge microaggressions
- U - Understand and appreciate cultural differences, being flexible and considerate
- T - Take time to learn a student's name and learning style
- S - Signpost students to role models and useful resources within your organisation

## Learn more at:

- University of Brighton:
  - [Supporting Health and Sport Students in Practice 'Supporting students of colour'](#)
- Canterbury Christ Church University:
  - [Bridging the Gap to Leadership](#)
  - [Closing Our Gap](#)



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