

---

*This PowerPoint presentation is fair use and can be adapted for educational use only.*

---



---

**BEING AN ALLY,  
ADVOCATE,  
ACCOMPLICE,  
ACCOMPANIST, AND  
ANTI-RACIST**

Dr Roxanne J Kymaani

---

# **POLL:**

## **CONTINUUM OF UNDERSTANDING**

The following terms are used to describe where people tend to locate themselves in terms of addressing racial equity.

**Please choose the word in the poll that best describes where you are right now based on your current understanding of these terms.**

Your individual response will be anonymous.

*Please indicate where you **ARE** rather than where you believe you **SHOULD** be.*

---

---

# NOT RACIST

- Important personal declaration but may deny recognition of more systemic racism and one's role and/or benefit from such racism.
- Belief by some that socialization results in most people being racist to some degree.

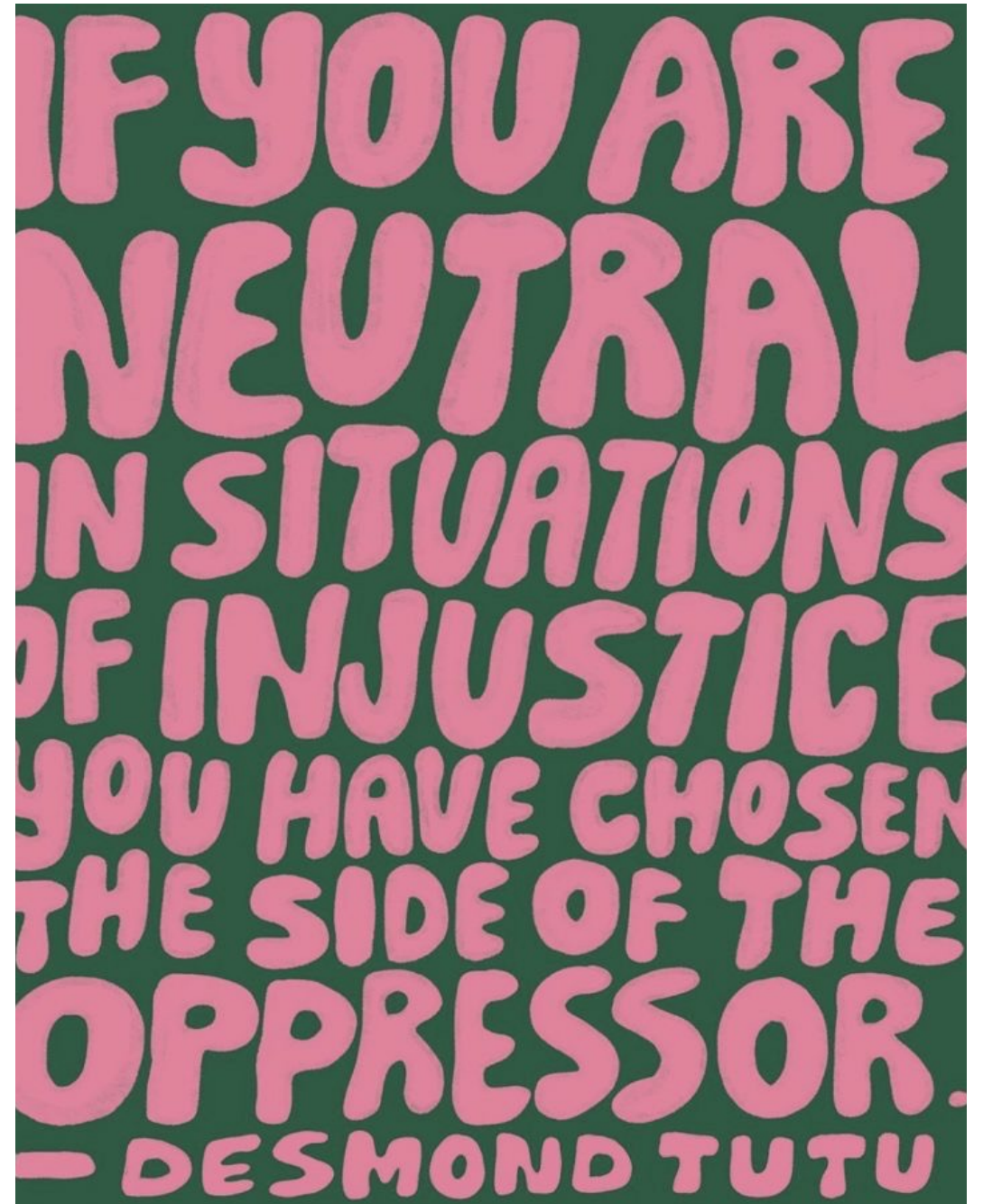


Her: excuse  
me I believe  
you may be in  
the wrong  
place...

---

# ALLY

- An alignment on the need to address issues of injustice impacting those who are BIPOC.
- Commitment to recognize privilege and complicity in racism.
- Question by some whether one can declare themselves an ally.
- Some critique this level as not enough. You can opt in and opt out – this is privilege.



In the coming days,  
weeks and months  
you will be  
prompted to take  
action for justice

# DIGITAL ACTION

*interrogation*

While we all are  
called to take action -  
**WHEN** we take  
action is critical and  
**HOW** we take action  
really **MATTERS**,  
especially in times  
like these



WHO  
IS THE  
SOURCE?

- Where did you hear about this action?
- Who is planning, running or calling it?
- Have you ever heard of them doing movement work?
- Are they a Black Organizer?

**BEFORE  
SAYING YES TO  
TAKING ACTION  
CONSIDER**



WHAT IS  
THE  
INTENT?

- Is this a PERFORMATIVE ACTION - meaning is it just to be SEEN?
- What or who is the target?
- What is the goal & is it useful to Black Organizers?
- Who benefits from this action?



WHAT IS  
THE  
IMPACT

- Will this damage current efforts of Black Organizers?
- Will this silence Black voices?
- Will this amplify Black organizing goals?

LM CONSULTING  
LESUEMAC.COM

**IF IT IS NOT BLACK ORGANIZER LED...  
STEP BACK & ASK QUESTIONS**

---

## PERFORMATIVE ALLYSHIP

The practice of words, posts and gestures that do more to promote an individual's own virtuous moral compass than actually helping the causes that they're intending to showcase.

## DONATIONS FOR BLACK LIVES MATTER



I'll draw you a simple icon or sketch of anything if you donate \$20 or more!  
<-- examples !

DM with your reference



All donations will go to

\* **The Bail Project**

\* **LGBTQ Freedom fund**

**paypal: [afternwn@gmail.com](mailto:afternwn@gmail.com)**



---

## ADVOCATE

Means “adding voice” to work of dismantling oppression; includes using voice as currency and capital to address such oppression where one has power; especially when BIPOC may not be present to speak on their own behalf.



*"Those who profess to favor freedom,  
and yet depreciate agitation,  
are men who want crops  
without plowing up the ground."*

- FREDERICK DOUGLASS



---

# ACCOMPANIST

- Sits near the center of activism to dismantle racism and other forms of related oppression, but willingly takes a role that assures that BIPOC most affected sit at the center, have primary voice and are spotlighted in efforts to transform systemic racism.
- Requires competence, capacity, and potential personal risk.

## Selena Gomez Had Black Lives Matter Co-Creator Alicia Garza Take Over Her Instagram Friday

BY [HILARY WEAVER](#)

JUN 6, 2020



EARL GIBSON III + GETTY IMAGES

On Friday, Selena Gomez introduced Black Lives Matter co-founder Alicia Garza, who did an Instagram takeover on the actress and singer's account for the day.

---

## Apache girl refuses Oscar for Brando

Apache Indian Sacheen Little Feather causes a sensation (below), when she refuses the Best Actor Oscar from Roger Moore and Liv Ullmann, awarded to Marlon Brando for his role in *The Godfather*.

Sacheen told the Hollywood Academy Award audience on Tuesday night that Brando refused the film world's top trophy (the second he has won) because of America's treatment of the Indian.

Liza Minnelli was voted Best Actress for her role in *Cabaret*, the winner of eight Oscars. Best picture was *The Godfather*. (UPI photo)

• Full report — 10





---

# ACCOMPLICE

Focuses more on dismantling the structures that oppress that individual **or** group—and such work will be directed by the stakeholders in the marginalized group.

\*Critique is that use of the term is perceived as nefarious.

---

# ANTI-RACIST

- Ongoing practice whereby “nothing is behaviorally wrong or right -- inferior or superior -- with any of the racial groups.
- Deracialize behavior, to remove the ... stereotype from every racialized body.
- Involves direct opposition to political, social and economic behaviors that impact individuals and groups on the basis of race.

The opposite of "racist" is not "not racist."

—Ibram X. Kendi



---

# **POLL:**

## **CONTINUUM OF COMMITMENT**

Now that you have learned about the terms that are used to describe where people tend to locate themselves in terms of addressing racial equity.

**Please choose the word in the poll that best describes where you are right now based on your deeper understanding of these terms.**

Your individual response will be anonymous.

*Please indicate where you **ARE** rather than where you believe you **SHOULD** be.*

---

---

# BREAKOUT ROOM AGREEMENTS AND GUIDELINES

- Designate a timekeeper, so everyone has an equal and equitable opportunity to speak.
  - Be okay with whoever chooses to speak first, and last.
  - When speaking, be brave, be honest, and be brief.
  - When listening, practice empathy. Seek to understand the feelings of others.
  - Embrace the discomfort as a natural part of the process.
  - Disagree with the ideas and behaviors without attacking or insulting the speaker.
  - Recognize each other's humanity.
-



---

**BREAKOUT ROOMS:**

**WHERE AM I ON THE CONTINUUM**

**WHAT AM I LEARNING ABOUT WHERE I AM?**

**WHAT QUESTIONS ARISE ABOUT MY OWN BEHAVIOR?**

**REGARDLESS OF WHERE YOU PLACED YOURSELF, WHAT DO YOU NEED  
IN ORDER TO BE READY TO MOVE TO THE NEXT LEVEL?**

---

---

**WHAT IS ONE  
ACTION YOU ARE  
WILLING TO TAKE  
IN THE NEXT  
WEEK?**

**TYPE IN THE CHAT  
BOX**

