

Are you a good Ally?

Allyship is...

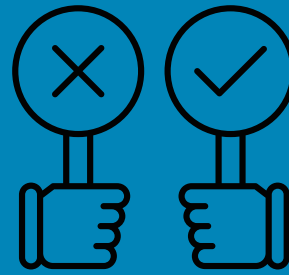
- When an individual supports those from minority/marginalised groups
- A lifelong process of building trusting relationships, accountability to foster a sense of belonging for all
- An opportunity to reflect on our views, biases and assumptions and to take action to challenge social injustice

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 (2021) 'SUPPORTING STUDENTS OF COLOUR' AVAILABLE AT: [HTTPS://BLOGS.BRIGHTON.AC.UK/UOBSUPPORTINGHEALTHANDSPORTSTUDENTSINPRACTICE/EQUALITY-DIVERSITY/BAME/](https://blogs.brighton.ac.uk/uobsupportinghealthandsportstudentsinpractice/equality-diversity/bame/)
- CANTERBURY CHRIST CHURCH UNIVERSITY (2021) CLOSING OUR GAP AVAILABLE AT: [HTTPS://WWW.CANTERBURY.AC.UK/CLOSING-OUR-GAP/CLOSING-OUR-GAP.ASPX#:~:TEXT=CLOSING%20OUR%20GAP%20IS%20OUR,AND%20OUR%20WIDER%20ACADEMIC%20COMMUNITY.](https://www.canterbury.ac.uk/closing-our-gap/closing-our-gap.aspx#:~:TEXT=CLOSING%20OUR%20GAP%20IS%20OUR,AND%20OUR%20WIDER%20ACADEMIC%20COMMUNITY.)