

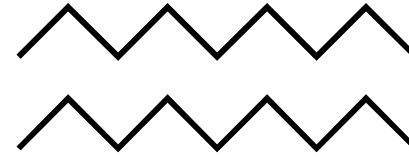


Allyship, White Privilege & 'Performative Allyship'

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What is Allyship?



In order to **practice effective allyship**: individuals need to **acknowledge their privilege**; recognize **they aren't the experts**; **listen to and take direction** from those with lived experiences of marginalization and oppression, as well as resistance and organizing; put in the work, including educating themselves.

-- WHITE PRIVILEGE--

“As a concept, white privilege draws attention to the fact that, far from living in a post-racial society, we live in a world where vast inequalities between white and black and minority ethnic communities continue to exist.”

“The parliamentary select committee’s [report](#) argues that the notion of white privilege may be alienating to disadvantaged white communities and “may have contributed towards a systemic neglect of white people facing hardship” because “a lot of children in these disadvantaged white communities aren’t aware of their own disadvantage”.

“In doing so, the report **missed opportunities** to show how the phrase **could be used to reduce inequality**. In fact, the concept of white privilege can and **has been used** to teach about **intersectionality** other forms of privilege, including gender, class, sexuality, age, nationality, and physical ability, to name a few.”

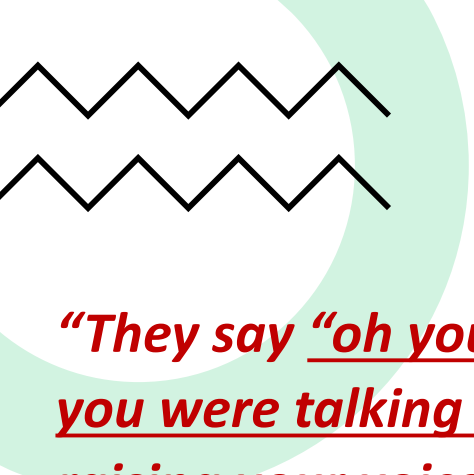
(Source: Sims-Schouten, W., Jabbar, N. and Gilbert, P. (2021). Learning about White Privilege is not Harmful to White Working Class Children: Viewpoint, The Conversation. <https://theconversation.com/learning-about-white-privilege-isnt-harmful-to-white-working-class-children-viewpoint-163390>)





There was this man who flagged up that these [black] kids were being called 'educationally sub-normal', and [um] he said, "what the arrival of black people did was add a colour wash to the class system of Britain" and so they thought all black people were working class. (Interview with charity volunteer, Wiltshire)





Interviews with service-users, Wiltshire

“They say “oh you’re shouting” or they said that when you were talking to them, you were shouting, you’re raising your voice. We’re Caribbean they don’t realise that Caribbean people have a very high pitch – tone!”

“... It was like when I went in there I was no longer a person, I was just a black female crack cocaine addict that was manipulative, you know. And that – it was like I had no other identity any longer apart from bad mum, black female, crack cocaine addict.”

“There was another black lady, her son had been taunted and called the N-word , and she kicked off at the school, and they told her that they will call the police to get her arrested.”



○ Bias and 'Othering'

My dad's had asthma for years, as a medical condition, but this doctor said you don't have asthma you don't need this inhaler and chucked it in the bin. So my dad was like umm.. ok so he, I think he tried to stand up for himself but there is only so much he can kind of like say, as his English is not very good, and then, so that's kind of like one instant where doctors don't really.. I feel like they kind of discriminate sometimes I think it might be because obviously, I'm Muslim as well that does come like a stereotype with us.

She has shouted at me in the corridor and said to me my son will not be able to participate in a nativity Christmas play because he is a Muslim. I have never start at her whether he is Muslim, Jewish, Christian or whether he can or cannot play part in the play so I was really in shock because there were a lot of parents around. She was holding out the reception door, so there are a huge amount of people and there to shout at myself and expectedly put me in the shock and I didn't k.now what to say to her



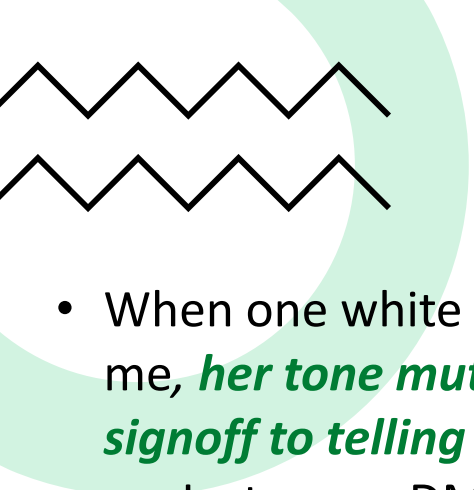


Performative Allyship

- The [murder of George Floyd](#) has thrown up a very apparent collective sense of **white guilt** around the world.
- Nova Reid (journalist): *I received huge volumes of emails and requests to “quickly pick my brain”, but also WhatsApp and text messages from friends and colleagues (some I hadn’t heard from in years). They weren’t checking in to see how I was. They were using me as a priest at confession, to whom they could start offloading their own sins and shame about racism.*

Source: *The Good Ally: A Guided Anti-Racism Journey from Bystander to Changemaker* by Nova Reid





- When one white woman didn't get an immediate response from me, *her tone mutated from the previous "with love and light" signoff to telling me my activism was "bullshit"*. Another flooded my Instagram DMs to "find out" if I had received her email. *When she didn't get an immediate reply, she went through my followers list and contacted a mutual colleague, asking if she could hurry things along.*
- *There was a distinct and clear difference between the intention behind these kinds of interactions and the usual inquiries: these were self-serving. This was a stage performance, a way to manage their perception, so their ego could feel better about all that's wrong in the world.*



○ Performative Allyship

- White people cancelling and shaming “those other white people over there” on the internet;
- Making a corporate statement to stand in solidarity with Black Lives Matter, without checking in on any Black staff;
- Sharing links to articles that their friends should read that they hadn’t read themselves;
- Donating to charity without any further anti-racist action;
- Liking Black friends’ posts about racism, but not picking up the phone to check in on them at the height of Black Lives Matter;
- Perfectly curating a mini, styled photographic shoot of anti-racism books and using them as props on social media feeds without having ever actually read any of them.



○ How to be an Ally

- *In order to practice effective allyship: individuals need to **acknowledge their privilege**; recognize **they aren't the experts**; **listen to and take direction** from those with lived experiences of marginalization and oppression, as well as resistance and organizing; put in the work, including educating themselves.*
- **Ask - Don't take for granted!**
- **Celebrate difference.**
- **Unconscious Bias versus Racism.**

