



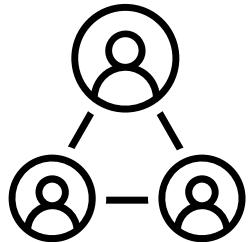
Allyship in Action

Dr. Jeff Maliskey (he/him)

Objective

- Brief primer of 2SLGBTQIA+ experiences
- Explore the difference between allyship and accomplice work
- Explore action and advocacy through and individual and organizational lens

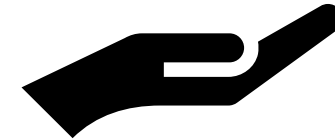
Impacts on Health & Well-being



Social Environment
(demographics, beliefs,
norms, culture, attitude,
perceptions)



Legislation
(local, state, federal)



Access to Support
QT Resource Centers,
affirming practices and
practitioners, affordable
and accessible services

2024 Legislative Session

Last updated May 28, 2024 by ACLU

ACLU is tracking **515** Anti-LGBTQ+ bills in the U.S.

- Barriers to accurate IDs (gender markers)
- Free speech & Expression bans (drag, books)
- Healthcare Restrictions (gender affirming care)
- Public Accommodations Bans (restrooms, full participation in schools, etc)
- Restricting Student & Educator Rights (curriculum censorship, forced outing in school, sports bans)
- Weakening Civil Rights Laws (re-definition of sex, religious exemption)
- Other Anti- LGBTQ Bills (bans on marriage/access to marriage, local nondiscrimination protections)

Substance Use and SUDs

Check it out! Substance Abuse and Mental Health Services Administration (SAMHSA) *Lesbian, Gay, and Bisexual Behavior Health: Results from the 2021 and 2022 National Surveys on Drug Use and Health*

- Less likely to have secure, stable housing
- Experience more violence and harassment than non-LGBTQIA+ people
- Higher rates of mental health concerns
 - LGBTQIA+ youth are 5x more likely to attempt suicide than cis/het youth
- Not enough support for LGBTQIA+ people
 - Nearly half of the homeless LGBTQIA+ youth had to leave because their family disowned them
 - More likely to experience discrimination in healthcare settings
 - 46% LGBTQIA+ youth wanted – but could not get – counseling in the past year (Trevor Project). Percent is higher for LGBTQIA+ people of color.

Additional Resources/Readings

- [Healthcare Equality in 2024 – Human Rights Campaign](#)
 - [Proud & Thriving Framework – JED Foundation](#)
 - [Reframing the Narrative of Substance Use risk Among LGBTQ+ Communities - SOGIE](#)
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Allyship



Performative Allyship

"Talking the talk, without walking the walk"

An act of outwardly appearing devoted to a cause while decline to take any major actions to support it.

"Performative allies share their knowledge about inequity with others, but don't use their privilege and resource to make real change."

- Xochitl Ledesma

When an individual says they support 2SLGBTQIA+ people but don't.....

- Support when it's an inconvenience to them
- Take personal responsibilities for their actions that cause harm because they aren't aware their actions are causing harm
- Engage in any form of social or behavioral change to support 2SLGBTQIA+ people

When an organization says they support 2SLGBTQIA+ people but don't.....

- actively hire 2SLGBTQIA+ employees
- allocate equitable resources to support LGBTQ+ initiatives
- actively create and enact LGBTQ+ inclusive policies and practices
- include LGBTQ+ narrative, stories, experience in marketing or promotions of services.

Performative Allyship

Why people engage in performative allyship

- To intentionally increase one's social capital
- To distance the "ally" from scrutiny (retreating into privilege)

The consequences of performative allyship

- It excuses privilege people from actually addressing the bigger issue
- In an organization/institution it shows 'it is right to show affinity towards an identity group, but not important enough to do much, if anything about it.' Creates a culture of disingenuous allyship and worsens experiences for historically excluded and marginalized people.

What is Allyship?

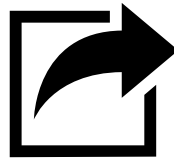
- Allyship is a practice, not an identity
- Come from a place of authenticity
- Taking action to support a movement and/or using privilege for those who lack it
- True allyship does not need a reward, recognition, or accolade

Core Behaviors of Allyship

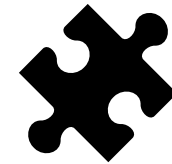
1. Knowledge and awareness
2. Communication and confrontation
3. Action and advocacy



Build a foundation of knowledge. Where are your learning gaps?

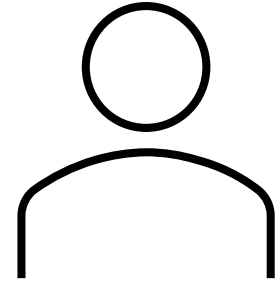


Share what you know. Challenge others and confront without fear



Use your strengths and privilege to enact change. Take action by implementing, learning, enacting, and evaluating

Individual Action Examples



Donate to a worthy cause

Sometimes you can make the biggest difference by giving

Behavior Correction

Holding peers, colleagues, or friends accountable for the language or actions they do that harm or impact marginalized communities.

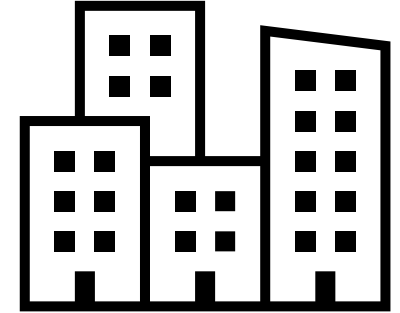
Continue to learn

Unlearn the bad behaviors and explore the new. Embrace life-long learning.

Act for the right reasons – not for recognition

Act because you care and because it matters.

Organizational Actions



Commit to upholding anti "ism" work. Don't just be pro-diversity, work to break down barriers and systems of oppression.

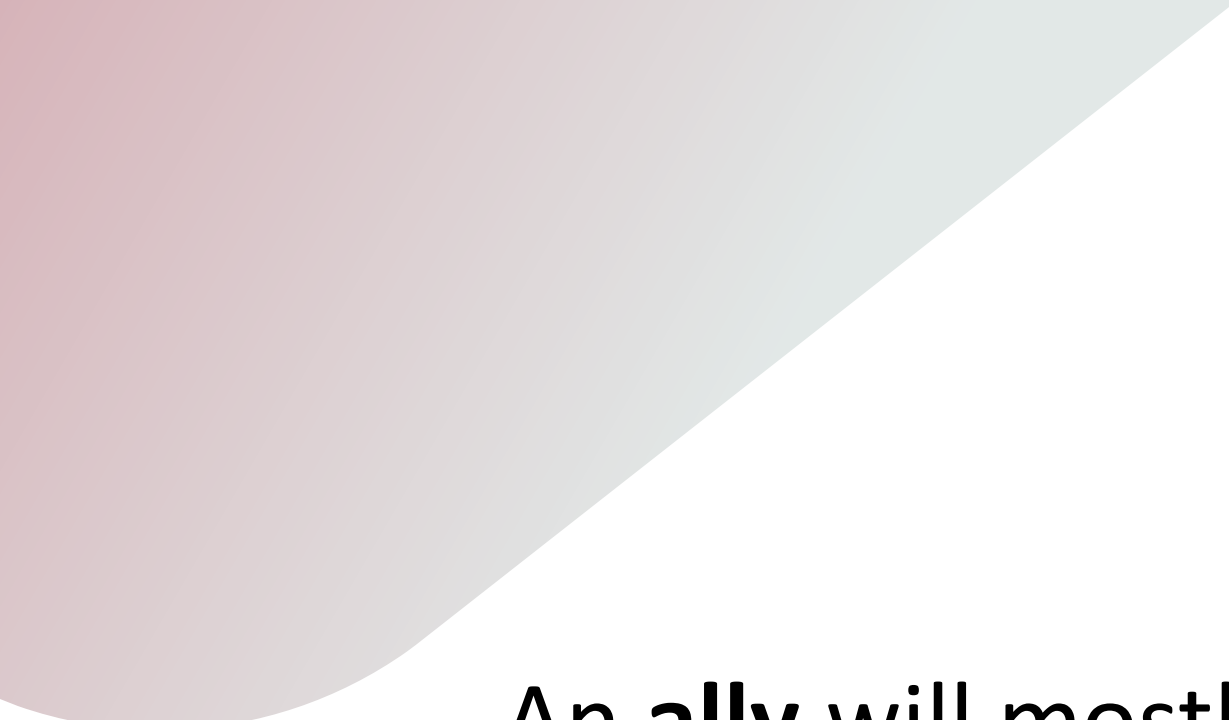
Engage in ongoing training and education. Life-long learning.

SWAT analysis and SMART goals around increasing DEIA efforts

Intention vs Impact

Ally or Accomplice

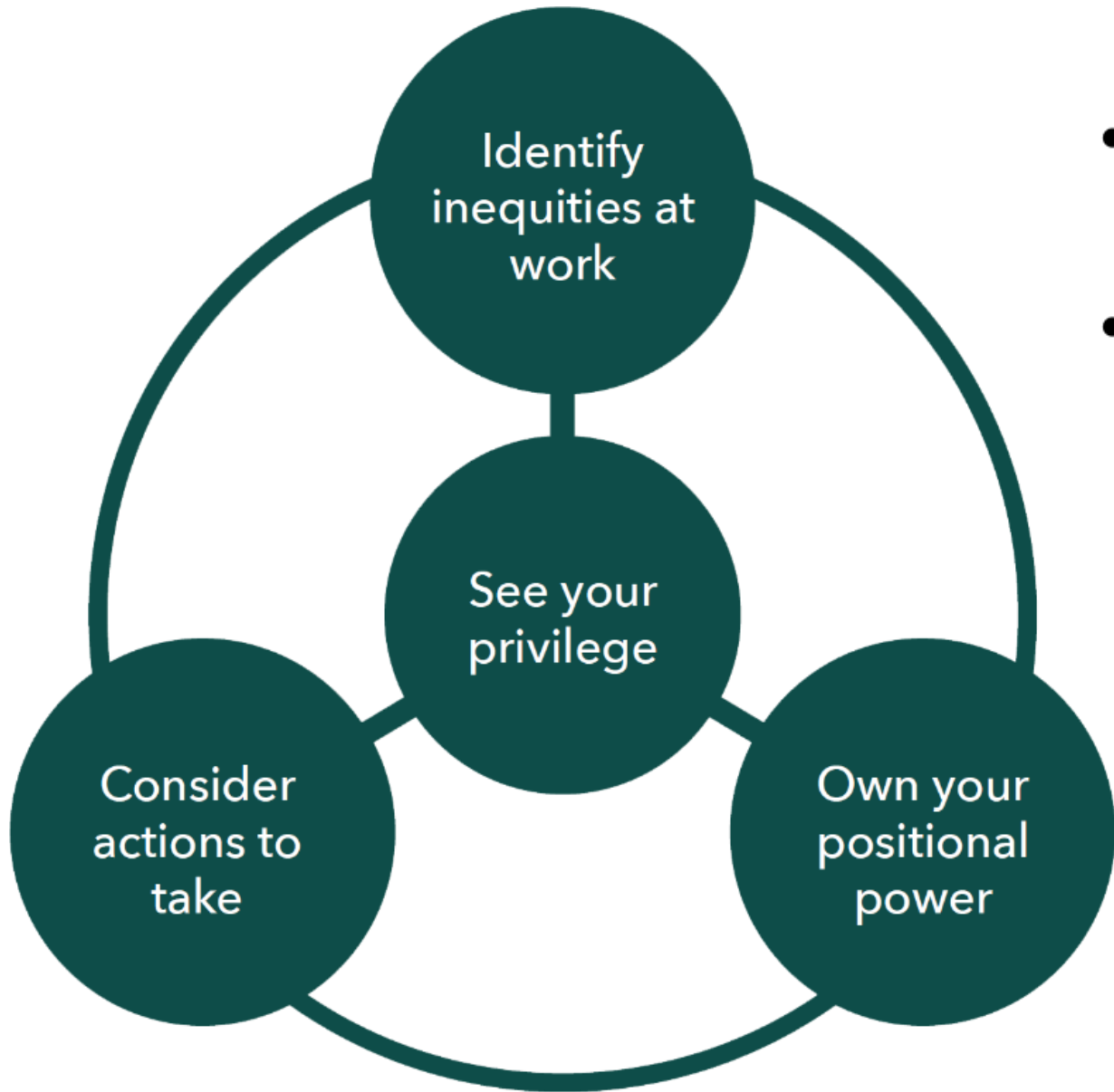
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An **ally** will mostly engage in activism by standing with an individual or group that has been marginalized. An **accomplice** will focus more on dismantling the structures that oppress that individual or group.

**It starts by uncovering
inequities in your work**





- The framework is not linear
- Everyone has different privilege and position power, so everyone's framework will be different

Example of Accomplice Work

Inequity

Misgendering in the classroom and in on-campus systems and experiences

Positional Power

- Pride Center Director
- "LBGTQ+ Expert on campus"

Actions

- Develop gender inclusion policy (failed)
- Re-evaluated to develop practices instead (working with campus partners and best practices)
 - Name change process – Campus Connection (not legal name change)
 - Biographic information (gender, pronouns, sexuality) - advising appoints, communication on campus
 - Single-user restrooms on campus – especially in new builds
 - Gender inclusive housing beyond one floor or designated area in residence life

Being an accomplice is about risking your voice in order to elevate those who are often silenced.

In all, being an ally during this time is not enough. Being an ally right now only lets people know that you recognize that the tiki torches aren't coming after you. Telling someone that you are an ally at this moment in history only reassures us that you see the problems that we face.

We just want to know are you ready and able to do something about them

Dr. Jon Paul

"I need an accomplice, not an ally"



Thank you!

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