

THE POWER OF ALLYSHIP: WHAT DOES IT LOOK LIKE FOR YOU?



ALLYSHIP.

Everyone's talking about it, but what does it really entail? What does it mean? And for allies to self-identify and become engaged, what does it mean that we need to do?

Obviously, it takes more than one conversation to really get to what allyship means for your community, these questions are designed to start the discussion and help provide next-step direction.

WHAT ARE WE TALKING ABOUT WHEN WE SAY "ALLY"?

Allies are powerful people, but understanding what separates the people who say the word from the people who actually do the ally work is at the heart of PFLAG's ally engagement work. As you start your ally engagement work, try thinking about allies as people who possess these three characteristics:

- **Allies are willing to learn:** Great allies don't know everything, but they are people who express a real, active, and authentic commitment to learning what they'll need in order to think and behave like allies to people who are LGBTQ+.
- **Allies face (and break through) their barriers:** There are countless reasons why someone might now show up as a great ally when they're needed. Some are pretty common - like not liking the prospect of encountering conflict - while others may be more personal to each individual. Allies are willing to examine what their barriers are, name them, and commit to breaking through.
- **Allies are active.** Simply saying that one is an ally, or putting a supportive sticker on does not make a person an ally. Allies are active participants in changing the world, whether public (like joining your chapter) or more private (the conversations they choose to have), allies are doing things, not just embracing a title.
- **Allies know there's not just one way to ally:** There are endless ways for us to show up as allies. Great allies understand we all have the power to building inclusion using our best talents.



In other words, what are some of the points of accomplishment for people to reach (e.g., being familiar with terminology, being willing to initiate conversations, etc.)



What do you think allies will need to hit these goals? (And how will you know that what you think people need is what they really need?)



You may not be happy to know what's holding people back, but once you do, you can help work through the issues to active allyship with education.

WHAT KINDS OF PROGRAMS CAN YOU DO THAT WILL HELP YOU MEET THESE GOALS? WHO CAN HELP?

Now that you know what you want people to know, what kinds of programs might help get them there? Who in your community can help? Who in your community may benefit from programs like this?

HOW WILL YOU TAKE CARE OF YOURSELF DURING THIS EDUCATION + ENGAGEMENT PROCESS?

Here's where the hard work really happens. Engaging allies can be a bumpy experience. What hot buttons will you need to manage to do it? How can you practice self-care in the process?
