

Moving Beyond Performative Allyship: Growing Our Capacity to Create Social Change

Caitlyn LoMonte, she/her
Program Director of Social Justice Education
Office of Inclusion Education
University of Wisconsin-Madison

Session Framework

Who am I?

What do I believe?

Why am I here?

Reminders and Considerations

Giving each other and ourselves grace.

- It is okay to make mistakes and to need to pause. We can give grace to ourselves and others as we navigate a constantly changing educational setting due to the pandemic.

No one is an empty vessel.

- Your lived experiences are valid ways of knowing, feeling, and making meaning. We all know something and have something to contribute.

Being right is not the goal.

- Our goal is to build understanding and grow our ability to learn and unlearn.

We won't answer/solve everything today. It's a process.

- Like all things that matter to us, this too takes time, dedication, and reflection.

Learning Outcomes

1. Reflect on social identities and how those identities impact our work and roles.
2. Examine personal and professional relationships to power and privilege.
3. Grow our capacity to be accountable and create change.

Terminology

Social Justice

Social Justice is both a process and a goal. The goal of social justice is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of agency as well as a sense of responsibility toward and with others, their society, and the broader world in which we live. Social justice requires action. (Bell, 2007)

Social Identity

Social Identity groups are based on the physical, social, and mental characteristics of individuals. They are sometimes obvious and clear, sometimes not, often self claimed and frequently ascribed by others.

- Race
- Ethnicity
- Gender
- Sex
- Sexual Orientation
- Class/Socioeconomic Status
- Religious or Spiritual Affiliation
- Ability
- Citizenship/Nation of Origin/Tribal Affiliation
- Age
- Body Size/Shape

Marginalized and Dominant Groups

Marginalized Group: a social identity group that is disenfranchised, exploited, and oppressed in a variety of ways, including being subject to containment, having restricted movement and choices, being treated as expendable and replaceable, and lacking individual identities apart from the group. Also referred to as a subordinated group.

Dominant Group: a social identity group whose members are privileged by birth or acquisition who knowingly or unknowingly exploit and benefit from unfair advantage over members of marginalized groups. Also referred to as the privileged group.

Privilege and Power

Privileges are unearned or earned advantages, rights, freedoms, or benefits given to a group of people based on group membership.

- privileged groups are considered to be the normative groups, everyone else often minoritized and othered
- privileged group membership is not a choice and individuals often are not aware of how these advantages benefit them

Power is the ability to decide who will have access to resources; the capacity to direct or influence the behavior of others, oneself, and/or the course of events.

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**Exploring
Identity and
Privilege**

Identity Reflection Activity

Reflect on 3 identities that you are most aware of/think about the most:

What memories or experiences do you have of these identities?



How do these identities impact or influence how you navigate your work?

How are these identities viewed within healthcare?

How do you experience power and privilege?

As a _____ I can _____.

Dominant Social Identity Action or behavior

- Our identities impact how we navigate systems and make meaning.
- We are complex human beings and how we experience our identities can shift and change.
- Oppression shows up in many forms:
 - Individual — feelings, beliefs, values.
 - Interpersonal — actions, behaviors and language.
 - Institutional — legal system, education system, public policy, hiring practices, media images.
 - Societal/Cultural — collective ideas about what is “right.”
- We can and do collude with systems and internalize -isms.
- Awareness  Acknowledgement  Action

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Addressing Barriers

What stops us?

Importance of naming barriers and limitations that prevent us from taking action or showing up as allies.

- Fear of being wrong
- Guilt
- Loss of community
- Lack of resources (time, money, energy, support)
- Diffusion of responsibility
- Power dynamics

Challenging Performative Allyship

Performative Allyship is when an individual from a dominant social identity group professes their support of and/or solidarity with a marginalized group in a way that either isn't helpful to that group, draws attention away from that group, or actively harms that group.

- Moving from silence to ally to accomplice
- Importance of action
- Intent vs. impact

Centering Accountability

Accountability is the commitment and willingness to accept responsibility for one's actions and address harm.

- Shifting our mindset from punishment to investment in self and others
 - Accountability as an act of love and care
 - It is everyone's job AND every job is connected to social justice
- Changing our approach
 - Practice being accountable and holding others accountable like any other skill
- Accountability can help us to build inclusive and diverse communities

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**Moving
Towards
Action**

Creating Sustainable Social Change

I am committed to and will be accountable for:

- **SELF:** Interrogating my identities and relationship to power and privilege.
- **SYSTEMS:** Challenging practices, policies, and beliefs that uphold and perpetuate systems of oppression.
- **SKILLS:** Creating and maintaining social change within myself and my communities.

What must we do?

- Do the self work: interrogate your identities, your positionality, and how you exist within these systems
- Acknowledge and embrace difference: who do you center in your work? What stories are celebrated? What experiences validated?
- Challenge your assumptions and beliefs: what must you unlearn? What bias influences your approach to patients?

What must we do?

- Normalize change: policies and practices are adaptable and should reflect the needs and values of the community
- Build authentic relationships: practice vulnerability, participate in cultural exchange, invest in the collective
- Develop the skill of being accountable: acknowledge, apologize, and act
- Speak truth to power: use your privilege to take risks, address and name barriers, implicate yourself in this work

Social Justice Action Plans

- What resources do you need to be more inclusive? To be actively anti-racist?
- What areas of growth are emerging?
- What topics are you uncomfortable with or need more education about?
- How can you use your privilege and power to create change? Advocate for others?

What is in your sphere of influence?

Where can you have the most direct impact?

How do you live these values in your work?

References

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Questions?

caitlyn.lomonte@wisc.edu