



# Allyship to Action

Using Power, Privilege, and Courage to Create Change

“If you are free, you need to free somebody else. If you have some power, then your job is to empower somebody else.”

Toni Morrison

# Objectives

- Understand the difference between performative allyship and active allyship, and recognise the role of power, privilege, and positional influence in driving institutional change.
- Develop confidence and practical strategies to challenge racism, inaction, or exclusionary practices, including responding to incidents, questioning decisions, and addressing barriers in real-time.
- Identify specific actions they can take within their role to actively support Black students and colleagues, using their influence to redistribute power, advocate effectively, and embed meaningful change within their institution.

# Performative **vs** Active Allyship

- **Performative:** Symbolic gestures without lasting change
- **Active:** Intentional, sustained disruption of inequity
- **Examples:** Black History Month, hiring practices, reparative justice.



Where have **you** seen this?

What would **active** allyship look like?

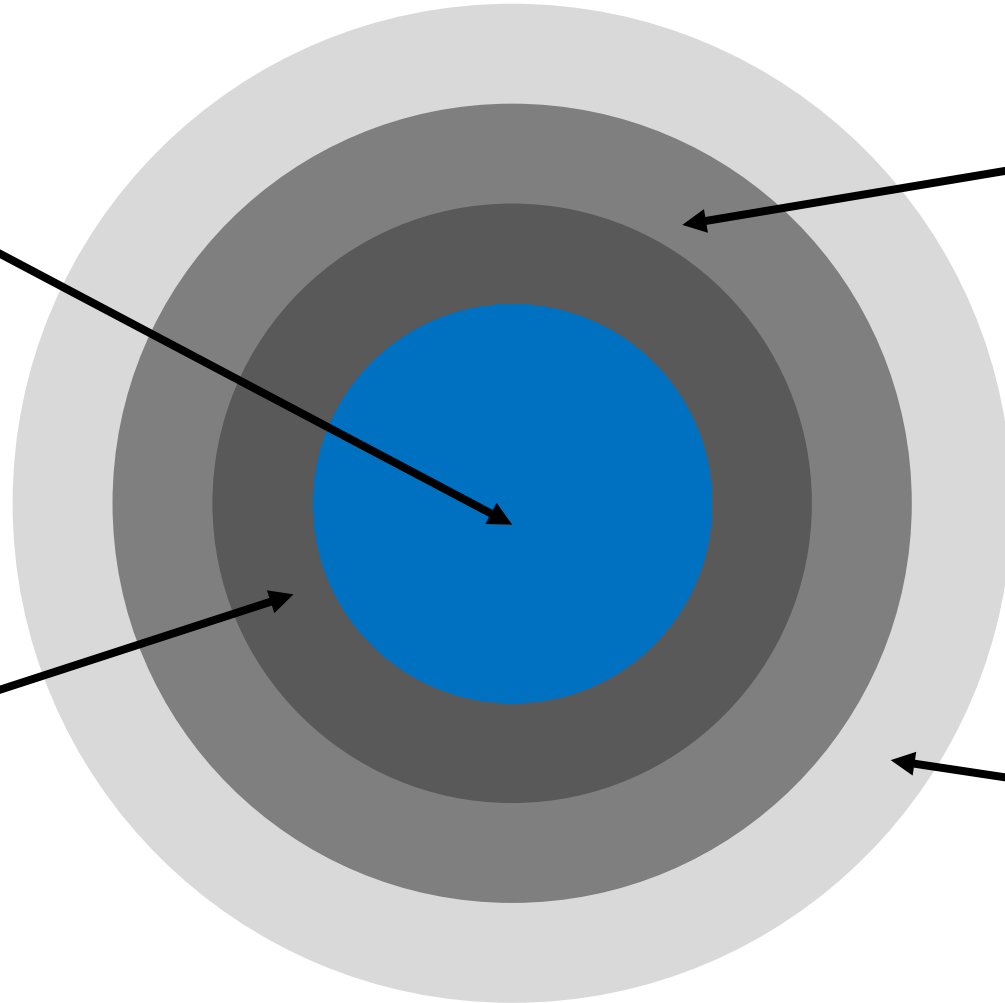
# Spheres of Influence

**Direct Control:**  
You take action

**Influence:**  
Shape  
decisions

**Shared Spaces:**  
Meetings,  
networks

**Extended  
Reach:** People  
who look to you



# Your Allyship Toolkit: ACT UP



## Amplify

Lift up Black voices—especially when they're overlooked. Echo key points, credit ideas, and make sure they're heard in rooms that matter.



## Use Your Power

Allyship isn't passive. Speak up, redistribute opportunities, and intervene in processes where you can shift outcomes—hiring, policy, decisions, access.



## Call In and Call out

Address harm with care. Use private, compassionate conversations to support learning and accountability when public calling out isn't the best fit.



## Pause Harm

Don't let exclusion slide. If something feels wrong, say something:  
"That didn't sit right with me."  
"Can we unpack that a bit more?"  
Action starts with interruption.



## Question Strategically

Disrupt bias with curiosity. Ask questions that reframe the norm:  
"Who benefits from this?"  
"Whose voice is missing here?"  
"What barriers might we be ignoring?"

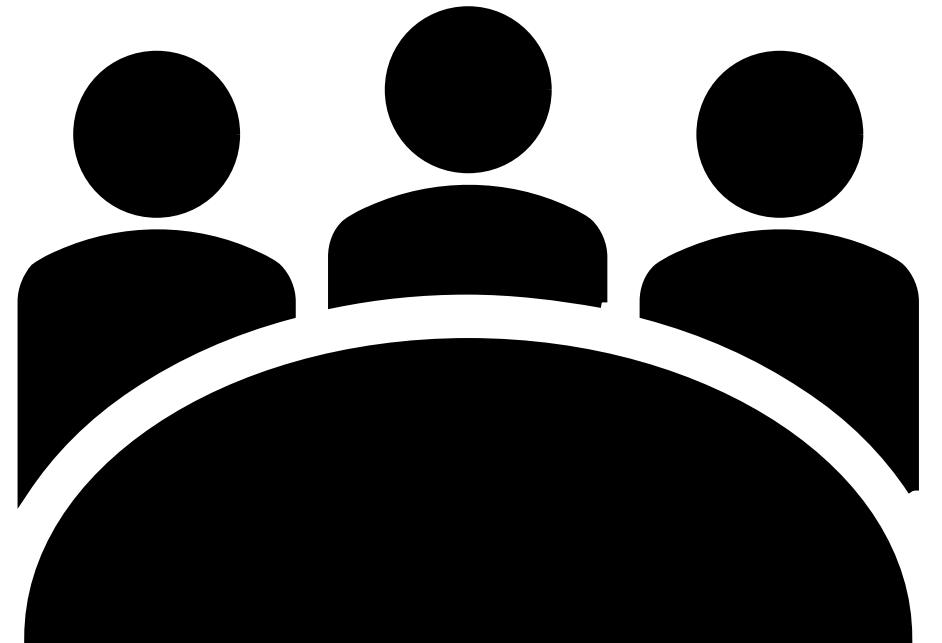
# Discuss

1. Which of these tools have you used before?
2. Which of the tools feel uncomfortable or new?
3. Where can you commit to applying one of these tools in the future?



# Scenario Challenge Instructions

1. Read and discuss your scenario
2. Identify the exclusion/harm
3. Apply allyship tools
4. Share one strategy with the wider group



# Individual Action Planning

In your conference workbook, answer the following questions:



What will you  
STOP doing?



What will you  
START doing?



What will you  
CONTINUE doing?

Complete the following sentence: **'I will demonstrate my allyship daily by...'**

Don't wait for permission to do the right thing.



Thank  
You

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