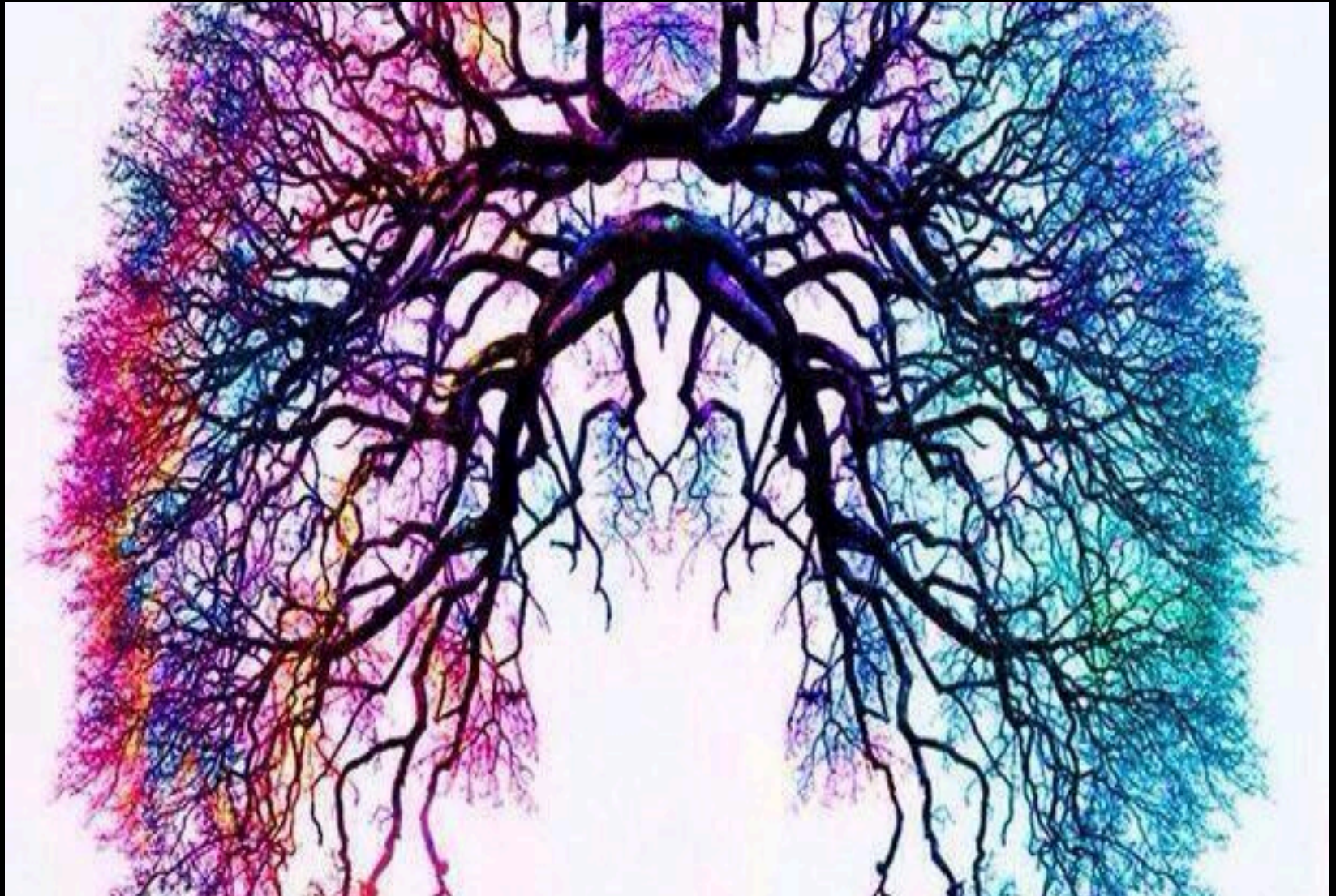


“Don’t talk about it, be about it”: Ally is a verb

S. Simmons, PhD (Simmons Counseling & Consulting Services)

August 10, 2018

Brief Mindfulness



It's good to have
an end in mind,
but in the end what
counts is how
you travel.

Orna Ross

Let's set some intentions



Today

Mindfulness

MEANS PAYING
ATTENTION IN A
PARTICULAR WAY,
ON PURPOSE, IN THE
PRESENT MOMENT
NON-JUDGMENTALLY.

WWW.VERYBESTQUOTES.COM

JON KABAT-ZINN

- About me
- What is an ally?
- Why do we need allies?
- How can I/Fermilab be an ally?



TURN TO YOUR NEIGHBOR

Introduce yourselves
(name, pronoun,
department)

Take turns: “Thank you
for being here. I
appreciate you and the
work that you do. You
are a valuable member
of Fermilab.”



gratitude
changes
everything

What are allies?

What you do, not who you are.

al·ly

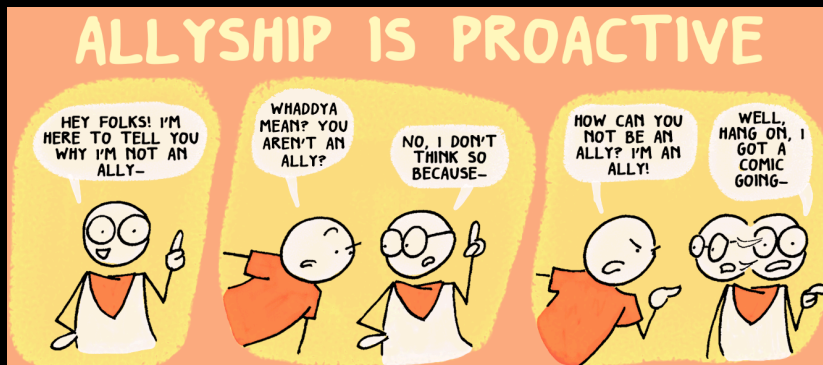
noun

/ˈali /

1. a state formally cooperating with another for a military or other purpose, typically by treaty (dictionary.com).

verb

1. a member of a privileged group who rejects the dominant ideology and takes action against oppression out of belief that eliminating will benefit everyone (Teaching for Diversity and Social Justice).



**Allyship is not an identity, nor is it self-defined.*

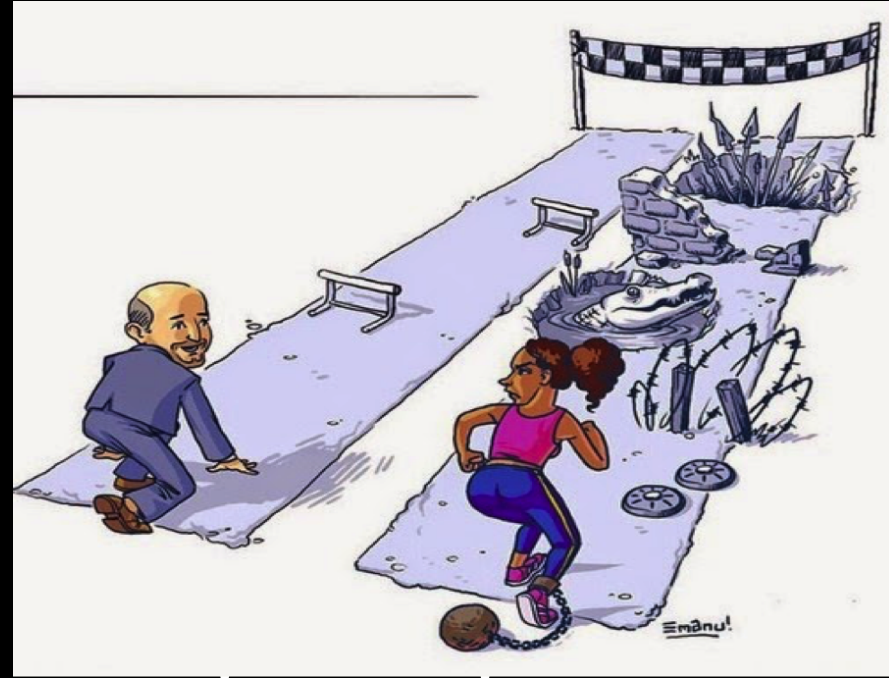
priv • i • lege

noun

/ˈprɪv(e)lɪj/

1. a special right, advantage, or immunity granted or available only to a particular person or group of people (dictionary.com).

*these advantages are largely unearned and often invisible to the people who enjoy them (Teaching for Diversity and Social Justice)



Matrix of Oppression

Social Identity Categories	Privileged Social Groups	Border Social Groups ↔	Targeted Social Groups	Ism
Race	White People	Biracial People (White/Latino, Black, Asian)	Asian, Black, Latino, Native People	Racism
Sex	Bio Men	Transsexual, Intersex People	Bio Women	Sexism
Gender	Gender Conforming Bio Men And Women	Gender Ambiguous Bio Men and Women	Transgender, Genderqueer, Intersex People	Transgender Oppression
Sexual Orientation	Heterosexual People	Bisexual People	Lesbians, Gay Men	Heterosexism
Class	Rich, Upper Class People	Middle Class People	Working Class, Poor People	Classism
Ability/Disability	Temporarily Abled-Bodied People	People with Temporary Disabilities	People with Disabilities	Ableism
Religion	Protestants	Roman Catholic (historically)	Jews, Muslims, Hindus	Religious Oppression
Age	Adults	Young Adults	Elders, Young People	Ageism/Adultism

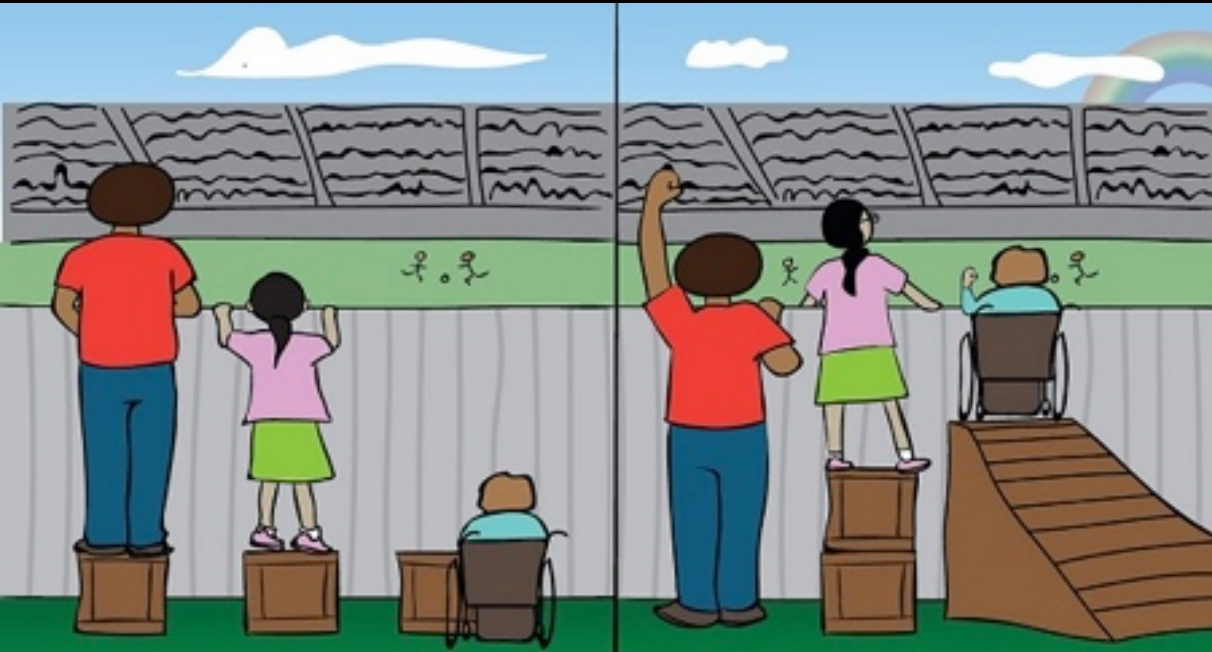
in•ter•sec•tion•al•i•ty



**THERE IS NO SUCH THING
AS A SINGLE-ISSUE
STRUGGLE BECAUSE
WE DO NOT LIVE
SINGLE-ISSUE LIVES.**

- AUDRE LORDE

Social Justice & Equity



Race; disability; gender; sex; sexual orientation; citizenship status; language; class; skin color; education; religion/spirituality



EQUALITY



EQUITY



LIBERATION



photo: flickr / ged carroll

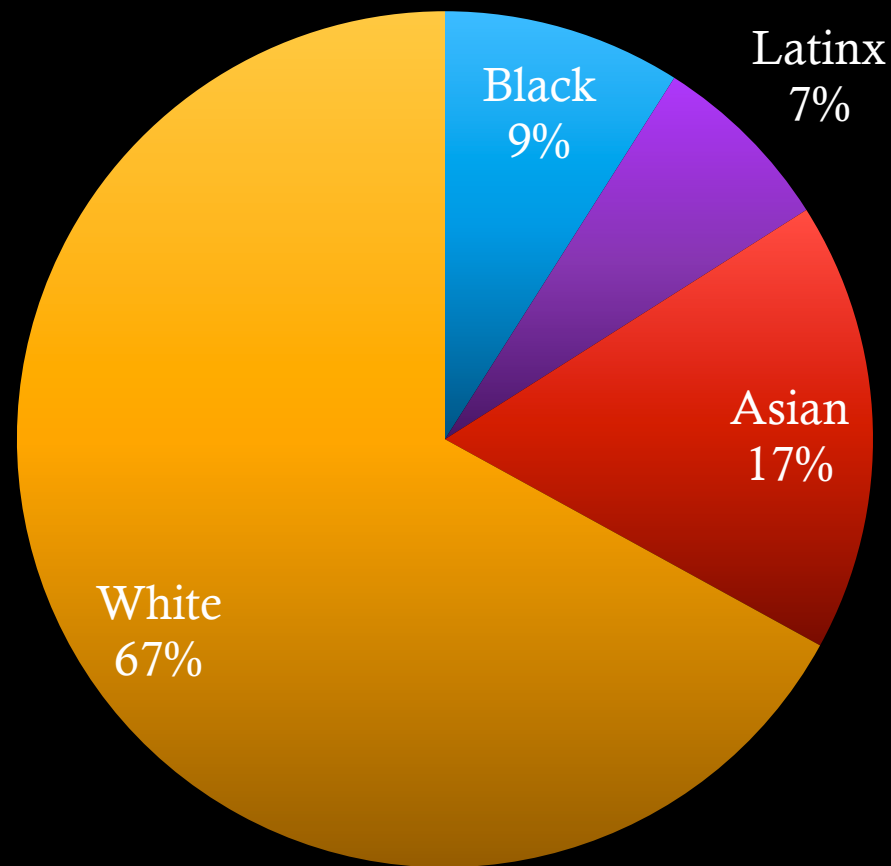
IMPROV TIME

Why do we need allies?

Because representation matters, experiences are real, and it impacts us all.

REPRESENTATION MATTERS

Diversity in STEM



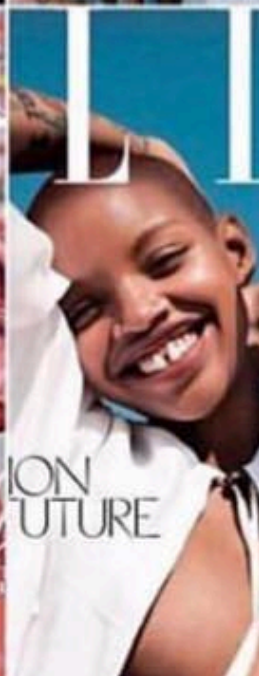
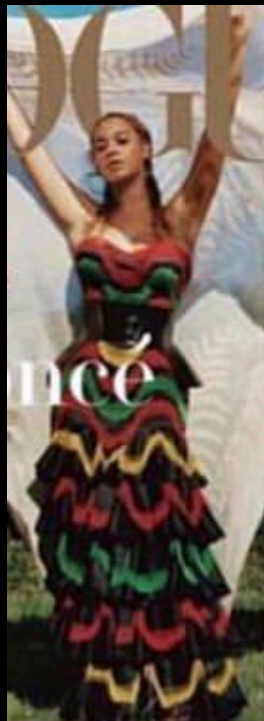
30-year-old Mareena Robinson Snowden is the first black woman to earn a PhD in nuclear engineering from MIT

Courtney Connley | @classicalycourt | 8:30 AM ET Fri, 20 July 2018



Credit: Mareena Robinson Snowden

Mareena Robinson Snowden is the first black woman to earn a Ph.D. in nuclear engineering from MIT.



SPECIAL ISSUE
THE SHIFTING LANDSCAPE OF GENDER

NATIONAL GEOGRAPHIC GENDER REVOLUTION



JANUARY 2017

JUNE 9, 2017

TIME

THE TRANSGENDER TIPPING POINT

America's next
civil rights frontier

BY KATY STEINMETZ



Laverne Cox, a star of *Orange Is the New Black*, is one of an estimated 1.5 million Americans who identify as transgender

TIME

EXPERIENCES ARE REAL

Isolation; Bias/Discrimination; Harassment; Community; Empowering



17 Young Women of Color Breaking Barriers in STEM

Diversity



Recent study conducted by the Institution of Engineering and Technology (IET) revealed that nearly a third of the young LGBT community avoided careers in Science, Technology, Engineering and Math (STEM) due to the fear of judgment and discrimination. Thirty percent of the LGBT community in the UK would not choose any of the STEM careers and the rest would hide their sexuality. Why? Quite a few conjectures have been formed based on the study.

Most Popular



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6 August, 2018



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6 August, 2018

Pacific Standard

NEWS ECONOMICS EDUCATION ENVIRONMENT SOCIAL JUSTICE MAGAZINE

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FOR LGBT STUDENTS, A STEM CAREER IS A LESS LIKELY OPTION

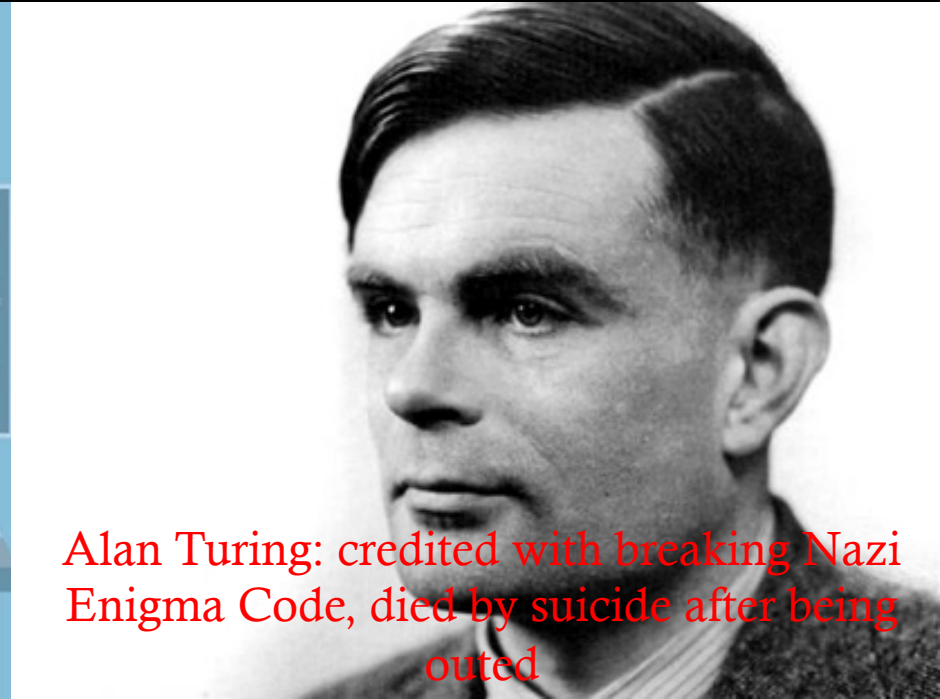
New research suggests lesbian, gay, and bisexual students are being driven out of STEM majors.

CHINELO NKECHI IKEM · APR 10, 2018



IMPACTS US ALL

- Less likely to persist in STEM majors
- Less likely to pursue careers in STEM
- First X to graduate with X degree
- Earn less
- New/diverse perspectives



Alan Turing: credited with breaking Nazi Enigma Code, died by suicide after being outed

How can I/Fermilab increase ally behaviors?

You can't BE an ally, but you can DO ally things.

WAYS YOU CAN INCREASE ALLY BEHAVIORS

Recognizing,
Action

Educating
Self

Educating
Others

Supporting/
Encouraging

Initiating/
Preventing

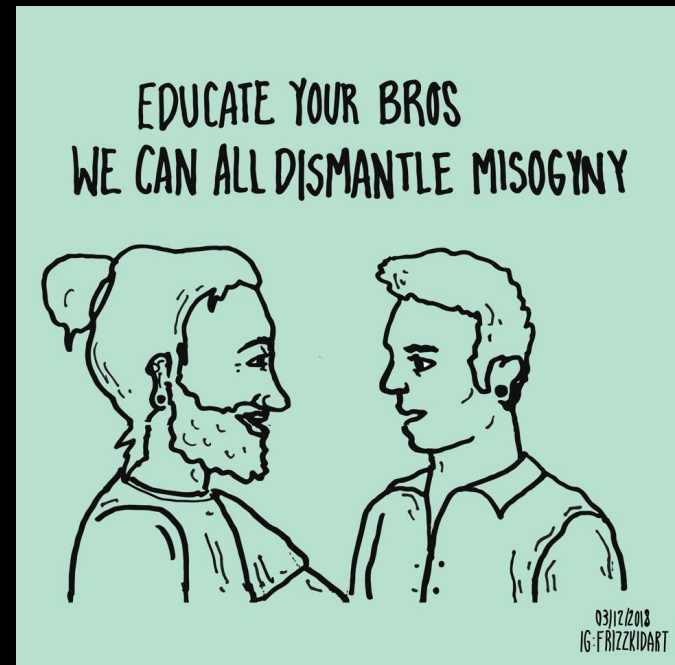
Actively
Participating

Denying/
Ignoring

Recognizing,
No Action

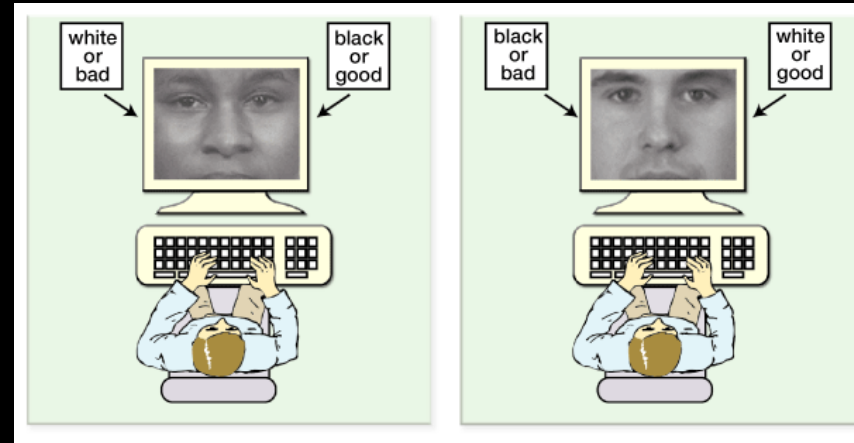
WAYS YOU CAN INCREASE ALLY BEHAVIORS

- Listen (WAIT = Why Am I Talking)
- Remember ally is a verb
- Exhibiting ally behaviors is an intentional choice all the time, there are no breaks
- Educate, educate, educate
- You need community
- Don't do it for the gram/vine/book/etc.
- Get your people together



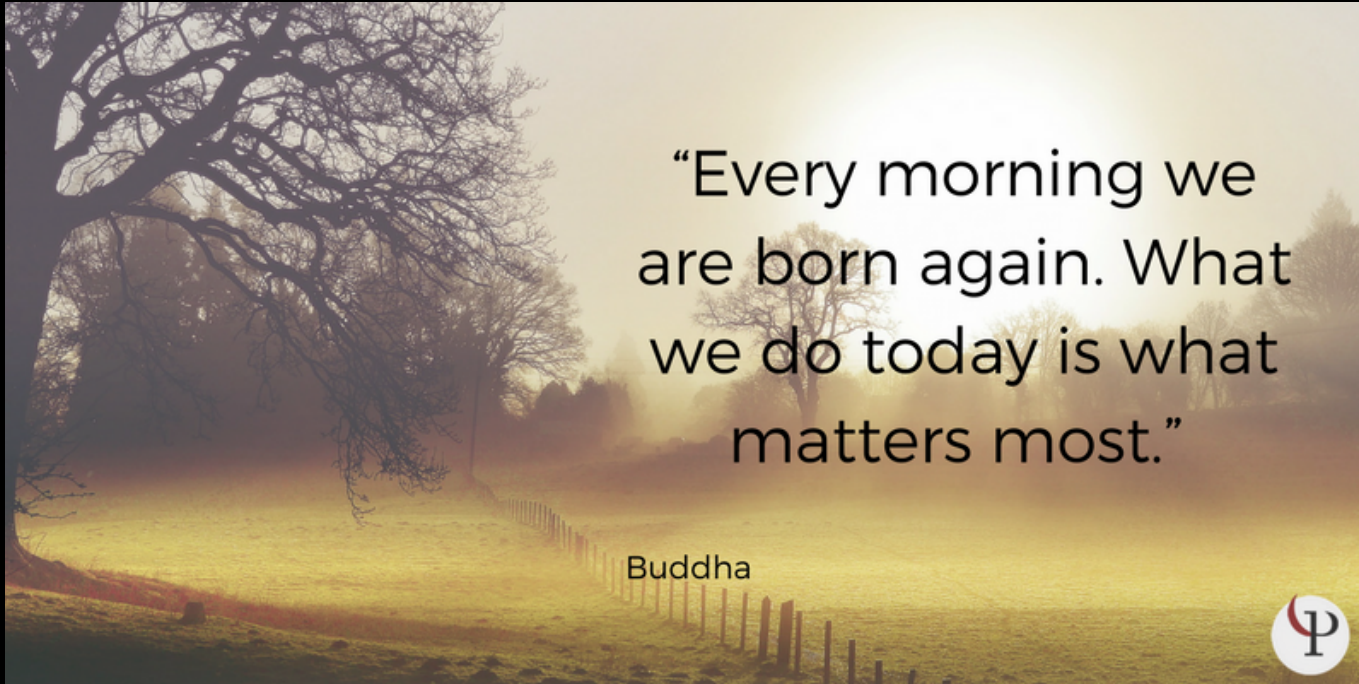
WAYS YOU CAN INCREASE ALLY BEHAVIORS

- ❶ WHEN you mess up: listen, apologize, take accountability, and do something different (believe people)
- ❷ Don't use our back as a bridge (White guilt/tears)
- ❸ Put your money where your mouth is
- ❹ Be mindful and intentional
- ❺ Get uncomfortable
- ❻ Become aware of your biases
- ❼ Just because you are doesn't mean you know



What will you commit to?

THANK YOU



“Every morning we are born again. What we do today is what matters most.”

Buddha



CONTACT:
SIMMONSCOUNSELINGANDCONSULTING
@GMAIL.COM

Submit your questions:

<https://tinyurl.com/EDI-Ally>

