UNLIKELY ALLIES:
Creating A Space for Difficult Conversations
Across Race and Culture

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There are no experts just more experiences.

-Mayo
OVERVIEW

➤ Building relationships
➤ Understanding privilege
➤ Becoming unlikely allies
➤ Leveraging privilege
➤ Embracing tension
➤ Knowing how and when to act
UNPACKING OUR PRIVILEGE

➤ Personal Inventory
  ➤ Share-out

➤ Unpacking The Invisible Knapsack, Peggy McIntosh
  ➤ Backfill

➤ Line of Privilege Activity
  ➤ Video link:
    https://www.youtube.com/watch?v=hD5f8GuNuGQ

➤ WGS Story
UNDERSTANDING PRIVILEGE

➤ We need to be clear that there is no such thing as giving up one’s privilege to be outside the system. One is always in the system. The question is whether one is in the system in a way that challenges or strengthens the status quo.

➤ Privilege is not something I take and which I therefore have the option of not taking. It is something that society gives me, and unless I change the institutions which give it to me, they will continue to give it, and I will continue to have it, however noble and egalitarian my efforts.

➤ (Brod, 1989, in Rothenberg 2005, p.104)
CHARACTERISTICS OF ALLIES

- Their sense of connection to all people - Ubuntu ideology
- Their lack of individualistic and ego centeredness
- Their sense of process and change
- Their willingness to embrace their own learning
- Their openness and lack of shame about their own limitations
- Their realistic sense of their own power or powerlessness
- Their understanding that the truth lies with the oppressed

- Our story
“A distinguishing characteristic of allies is there sense of power-with as opposite to power-over, their willingness to grasp deeply their own identity with neither shame nor hubris, their honesty, and their recognition that merely good intent cannot replace action.”

(Hunsburger, Mayo, Neal, 2016, p91)
LEVERAGING PRIVILEGE

➤ We all have it
➤ We can’t give away
➤ So, how do we use it for social justice?

➤ Roos Story
EMBRACING THE TENSIONS

➤ Stay humble
➤ Stay vulnerable
➤ Stay honest (with yourself and others)
➤ Stay
KNOWING WHEN TO ACT

➤ When have you taken action?
  ➤ Degrees of Direct Action
➤ What scares you?
  ➤ Why do we vilify protestors large and small?
➤ Who/what does that fear/compliance serve?

➤ KC BLM Story
Get comfortable with being uncomfortable.

-Torres & McCarty