

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.

Thinking Strategically: Developing (and Growing) Your Ally Strategy

Presented by PFLAG National/Straight for Equality

WHAT DO ALLIES
NEED TO KNOW?
WHAT ARE SOME OF
THE "GOALPOSTS" FOR
THEIR LEARNING?

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 WILL ALLIES
NEED IN ORDER TO
MEET THESE LEARNING
OBJECTIVES AND
GOALPOSTS?

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?)

WHAT ARE THE
BARRIERS TO BECOMING
ACTIVE ALLIES?
HOW DO WE
GET PAST THEM?

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?