

Building Trust and Community Engagement

ACCOUNTABILITY, ALLY AND ACCOMPLICE WORK
TO END RACISM & OPPRESSION



A commitment to anti racism and anti oppression requires active engagement in community that is led and defined by those most impacted. Mainstream organizations must leverage external and internal power to ensure justice and equity.

Building relationships, trust and capacity for **truth telling** move communities beyond superficial performance to **authentic collaborations** able to transform systems.

SESSION DESCRIPTION

Panel Discussion:

Moderators:

Angela M. Douglas (She/Her)

Randi K. Bregman, LMSW (She/Her)

Co Executive Directors

Vera House

Panel:

Monu Chetri, Deaf, Nepali Survivor and Community Advocate
Pronouns: She/Her

Lindsay Ryan, Deaf, Advocate and Survivor
Pronouns: She/Her

SeQuoia Kemp, Co Founder/Doula/Former BLM Member
Pronouns: She/Her

LoriKim Alexander, Organizer, Vegan, Liberationist & Former BLM Member
Pronouns: She/Her, We/Our

Koy Adams, Co President, CNY Pride and Former BLM Organizer
(Pronouns: He/They)

Michael Leonelli, Former President, CNY Pride
Pronouns: He/Them

How Did We Get Here?

RECKONING AND REVOLUTION

Allyship

"Allyship is an active and consistent practice of using power and privilege to achieve equity and inclusion while holding ourselves accountable to marginalized people's needs."

Michelle Kim, Co Founder & CEO at Awaken

1. You do not get to identify yourself as an ally
2. Allyship is the commitment to learning, understanding, seeing and interrupting
3. Allyship is the determination and accountability to remain humble in living out the values of anti-racism and oppression
4. Allyship takes an active role in auditing and analyzing one's own power and privilege and that of the networks and systems that one benefits from
5. Allyship examines the motives for choosing to become anti-racist and unhooking from oppression
6. Allyship acknowledges the role of 'savior' previously and remains persistent to eliminate it presently
7. Allies work within the system to make change

Tips for the Ally Journey

**Intention vs Impact
Acknowledgement**

**What harm have you
caused?**

Invite feedback

Ask & Remain Humble

Labor Equity

**Solidarity is contextual
and informed by those
most impacted**

ACCOMPLICES NOT ALLIES

An Indigenous Perspective &
Provocation

Accomplice

- Doesn't look for oppressed communities to make them feel better and affirm their work
- Uses their privilege to address and disrupt others with similar privilege with the intent for moving the system
- Actively listens and approaches with curiosity, rather than defensiveness or parental knowing
- Does not romanticize the 'helping' of those worthy and deserved
- Identifies and owns power, rather than abdicates it
- Sees the harm and oppression that they have suffered from their complicity in the maintaining of the system
- Takes the lead from those most impacted
- Works to disrupt the system and risks being criminal in the coming against the system

IF YOU HAVE COME TO HELP ME, YOU
ARE WASTING YOUR TIME.
BUT IF YOU HAVE COME BECAUSE
YOUR LIBERATION IS BOUND UP WITH
MINE, THEN LET US WORK TOGETHER.

LILA WATSON

Discussion

“We must act as an
expression of our values and
not in reaction to our fears.”

REV. BRIAN E. KONKOL, PH.D.

DEAN, HENDRICKS CHAPEL
SYRACUSE UNIVERSITY