

# ALLYSHIP

Allyship is often performative: a loud and shiny effort intended to show how informed we are about oppression.

As allies, we are 'helping' or 'standing up for' someone who is 'disadvantaged.'

Allies often focus on interpersonal interactions.

Ally work risks very little – at most, we deal with social discomfort.

Allyship is heavy on talk.

Ally work is often done alongside marginalized people; there is an emphasis on collaboration that often requires marginalized groups to educate the majority.

Allyship is a 'gift.'

Civility is highly prized in allyship.

Ally work generally does not redistribute resources.

# VS.

In solidarity, we recognize the destructiveness of oppression to all of humanity. We acknowledge that our collective well-being is interwoven.

Solidarity work is often quieter, deeper, and occurring behind the scenes.

Acts of solidarity work to dismantle structures and institutions.

Solidarity work may require us to give up power and/or to risk our physical safety, our jobs, our secure place in any social hierarchy, our friendships, and family relationships.

Solidarity is talk *and* action.

Solidarity work is often enacted by, or *in collaboration with*, marginalized people.

Solidarity is a responsibility.

Hard truths, conflict, and messy disagreements are integral to solidarity work.

Solidarity means that we intentionally work to redistribute the ill-gotten gains of systemic oppression— jobs, schools, neighborhoods, housing, healthcare, and capital.

# SOLIDARITY

\*Adapted from "Over the Work Ally: 9 Ways Solidarity Is An Act of Radical Self Love", J. Grant, December 16, 2017