



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# ALLYSHIP IN ACTION

## RESOURCES AND ACTION STEPS

### ALLY DEFINITION

An ally is someone who makes the commitment and effort to recognize their own privilege based on different or multiple dimensions of diversity - and takes action in solidarity with marginalized groups to remove advantages created by one's own privilege.

An ally is not self-identified and can only be recognized by the marginalized community they seek to ally with. Being an ally is the action of utilizing your privilege to close societal gaps to achieve equity.

### ACTION STEPS

#### HOW CAN I BECOME A STRONGER ALLY?

1. Gain a better understanding of my own privilege and implicit bias
  - Take a variety of [IAT Assessments](#) to understand your bias
  - Read and Assess Yourself on the [Aspiring Ally Identity Development spectrum](#)
2. **Take a look around you** - We tend to surround ourselves with people who look like us; build bridges and ensure that all voices are a part of the conversation when making critical decisions
3. Bring an **equity lens** to all groups in which you lead/participate and bring the voice of marginalized groups into the room
4. Embrace the **"D.I.G. Guiding Principles"**
  - Lead with empathy in all interactions and activities
  - Recognize, value and embrace all dimensions of diversity and work towards the greatest possible inclusion
  - Foster a safe exchange of ideas, beliefs and perspectives within/through the Y locally and globally
  - Advance social equity and bridge-building across and within all communities
5. Initiate a **conversation about allyship** in different spaces
6. **Continue to participate and grow your knowledge** through participating in the Allyship in Action series!

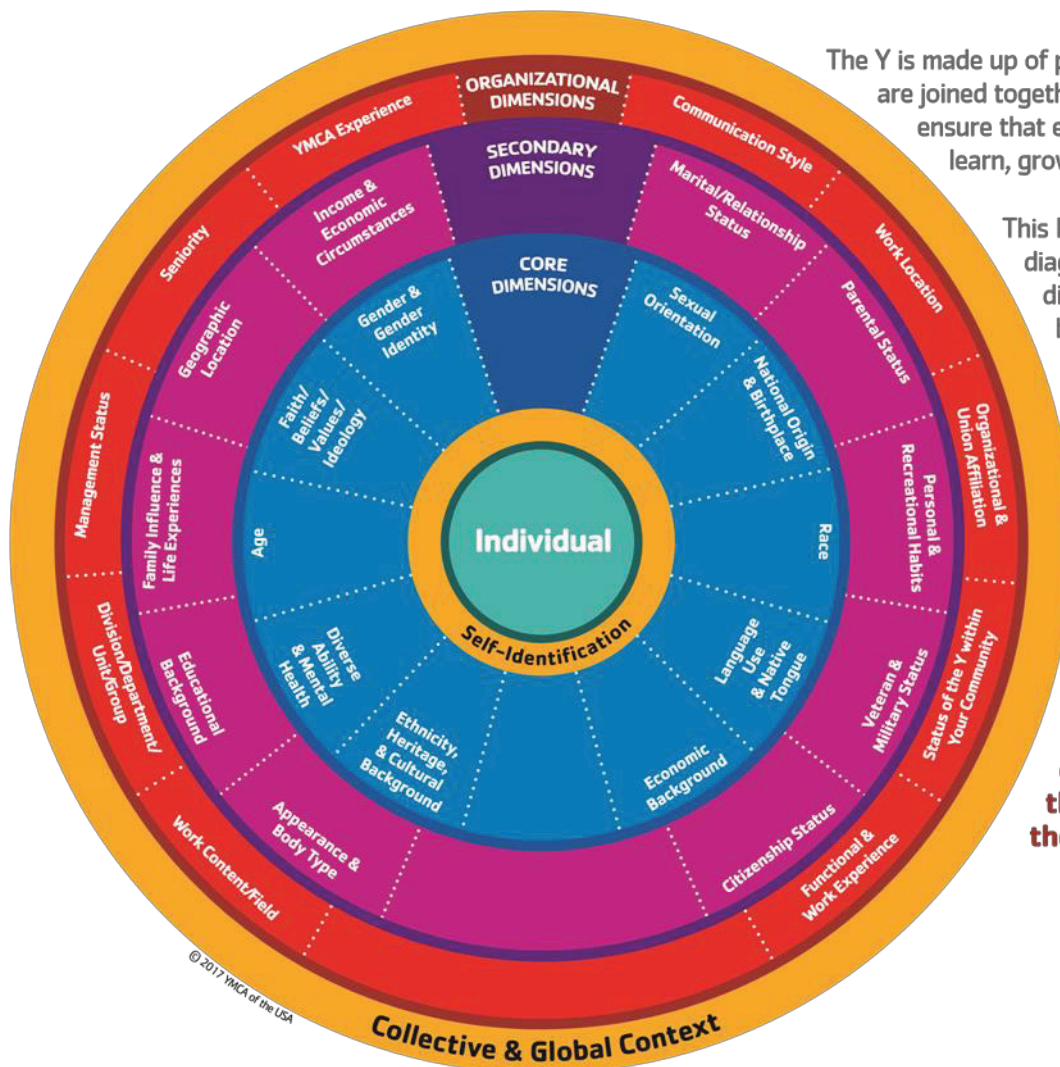
## REFLECTION QUESTIONS

To what communities do I seek to be an ally?

What are ways that I can commit to become a more effective ally to these communities (and others)?

How will I stay accountable to staying aware of my own privileges and actively being an ally to communities?

## THE DIVERSITY WHEEL



The Y is made up of people from all walks of life who are joined together by a shared commitment to ensure that everyone has the opportunity to learn, grow and thrive.

This Diversity Wheel diagram represents the various dimensions of diversity. To truly be inclusive and welcoming to all, it is critical to understand the many factors that make up and influence a person's individuality. If we hold too narrow a view of what constitutes diversity, we will miss opportunities to effectively engage, connect and serve ALL members of our communities.

**Learn about the different sections of the Diversity Wheel on the following page.**

## INDIVIDUAL

At the very center of the Wheel is the individual. All dimensions of diversity connect back to our unique experiences and perceptions of the world around us. Therefore, we are indivisible from them.

## SELF-IDENTIFICATION

Self-identification stresses the importance of how we see ourselves in determining our dimensions of diversity.

## CORE DIMENSIONS

Core dimensions are central to our personal experience, have sustained influence in our lives, and are often the dimensions that we most closely identify with. Many of these dimensions are unchangeable – reflecting how we were born – though some may change over the course of our lives.

The core dimensions include

- Age
- Diverse Ability & Mental Health
- Economic Background
- Ethnicity, Heritage & Cultural Background
- Faith/Beliefs/Values/Ideology
- Gender & Gender Identity
- Language Use & Native Tongue
- National Origin & Birthplace
- Race
- Sexual Orientation

## SECONDARY DIMENSIONS

Secondary dimensions, while critically important in determining our identity, have a greater degree of control or self-determination to change, which is not as present in our core dimensions.

The secondary dimensions include:

- Appearance & Body Type
- Citizenship Status
- Educational Background
- Family Influence & Life Experiences
- Geographic Location
- Income & Economic Circumstances
- Marital/Relationship Status
- Parental Status
- Personal & Recreational Habits
- Veteran & Military Status

## ORGANIZATIONAL DIMENSIONS

These dimensions contribute to how we experience our time with the Y. They help to shape how we approach our work and how we connect with others across the Y Movement. The organizational dimensions include:

- Communication Style
- Division/Department/Unit/Group
- Functional & Work Expertise
- Management Status
- Organizational & Union Affiliation
- Seniority
- Work Content/Field
- Status of the Y within Your Community
- Work Location
- YMCA Experience

## COLLECTIVE & GLOBAL CONTEXT

This ring highlights the role of the outside world in shaping how we define our dimensions of diversity. Just as self-identification emphasizes the importance of how we see ourselves, collective and global context emphasizes the importance of how the world perceives us.

## BLANK SPACES

The blank spaces in the core, secondary and organizational dimensions acknowledge that the Diversity Wheel can never accurately (or fully) represent any single person's experiences. These spaces allow an individual to add dimensions that are important to their identity.