

HOW TO BE AN

ALLY

VIRTUAL SUMMIT

MARCH 1-3, 2023



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CHIEF INFORMATION
OFFICER

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FOUNDER & CEO,
UPLIFTING IMPACT

A MESSAGE FROM US TO YOU!

Congratulations! We're so glad you've joined us for this weekend of learning how to be an ally. After so many years of working in the area of diversity, equity, and inclusion, we've learned that what sets authentic allies apart from the rest is their commitment to constant improvement. Rather than focus on the lack of knowledge, emotional capacity, or support that stops others, you've chosen to learn, share, and help others. You've made the conscious decision to build bridges of all kinds--bridges between yourself and others, who you are and who you want to become as well as the world that is and the world that could be.

Deciding to be an authentic ally is difficult. Building bridges is hard. You have constraints on your time, energy, and attention. There are only so many hours in a day. You can only support so many causes. This work is intimidating, and it feels like there's so much to get wrong. But the stakes for tolerating injustice are too high, and the risk of falling back into apathy is too great. The problems have persisted for too long on our lands. The time for building bridges is now. There are proven techniques to craft better structures. There are strategies to help avoid the mistakes of the past. Let's muster the courage to enact them.

Those who've been on the right side of history and served the best have been those who take the time to examine themselves and learn best practices. The apathetic have sat on the shoreline waiting for bridges to just appear. Self-anointed saviors have rushed their scaffolds and made things worse. But those who interrogate their foundations, question their plans, and examine their constructing have been those who've built the best bridges.



For decades, we've sought to shift power to marginalized communities. Through education, business, philanthropy, publishing, and medical service, we've tried to serve the underprivileged. In all these ventures, we've aimed to change material conditions so the underrepresented have opportunities to achieve their full potential. Along this path, we've learned a lot. As you set out to actualize and utilize your unique gifts to help others do the same, we're here to give lessons, support, and community. We offer our mistakes so you can avoid the errors we've made, and we submit our discoveries so you can achieve even more. We bring patience, understanding, and compassion so that we can all learn from each other as we march toward greater racial equity.

That's why we're honored you've chosen to spend the next three days with us. The world needs you, and you've answered the call. We're here to help but your bravery, humility, experience, and wisdom also helps us. We must all work together. We must all learn from each other. We must build bridges to all kinds of people. To build antiracist allyship, we must practice being allies even with each other. This virtual event is a summit where we get to do just that. We have lessons to give and training to offer. But this summit is a gathering of like-minded people from all over with different experiences. We've come together to learn from the past, understand our present, and brainstorm ways to achieve a better future.

Because we all have so much to teach and each one of us has even more to learn, we're excited you're here. Together, we can build bridges. Together, we can learn how to be an ally!

Sincerely,

Deanna & Justin

2023 Partners



3 DAYS

OF BUILDING BRIDGES

The How To Be An Ally Virtual Summit is a safe space where passionate leaders can expand their knowledge, learn action-oriented techniques and create a community that will prepare them for creating more impactful DEI engagement.

DAY 1

PLANNING BRIDGES:
How NOT to be an ally

- Recognizing Privilege
- Acknowledging Biases
- Understanding Microaggressions
- Day One Connections
- Ally Artist Lab

DAY 2

BUILDING BRIDGES:
How to be an ally

- Breathwork & Wellness Session
- Diversifying Experience
- Practicing Conscious Equity
- Creating Inclusion
- Personalizing Your Allyship
- Ask Me Anything

DAY 3

CROSSING BRIDGES:
Fostering allyship

- Future Bridges
- How to Talk Across Differences
- How to Overcome Resistance
- Developing Next Steps: Closing Session

SUMMIT ETIQUETTE

1. **WEBCAM ETIQUETTE:** With most virtual events, video is one-way. This makes it harder for the host, as well as other attendees. We ask that you enable your webcam during this event so your speakers will be able to see you and feel your energy, making these three days one of the most fun and valuable virtual experiences you've EVER been a part of.
2. **EXPANSION:** Take the time during networking breaks and breakouts to connect with fellow attendees.
3. **STAYING ON SCHEDULE:** Remember that this is not a regular virtual event, webinar, or tele-summit. This is a live virtual experience, and for you to get maximum ROI (plus support your fellow participants), you need to be with us in order to make the most of it! YOU are an important part of the experience. Now, more than ever before, we are counting on you to be present.
4. **QUESTIONS:** There will be an opportunity to post questions for the team to see and dedicated time to interact with each other during the three days.



COMMUNITY AGREEMENTS

1. ACTIVE LISTENING
2. SILENCE THE INTERNAL CHATTER
3. NO QUICK FIX
4. TRUST THE PROCESS AND LET IT BREATHE
5. TRUST INTENT AND ACKNOWLEDGE IMPACT


SUMMIT ENGAGEMENT!

To improve your summit experience, we want to highlight three different ways to better engage with our content over the next three days:

1. **ENABLE CLOSED CAPTIONS AND LIVE TRANSCRIPTS:** This can be an exciting, effective, and sometimes fast-paced space for participants to engage with one another. We also acknowledge that it can get a bit overwhelming, so we encourage participants to minimize the chat and enable the live transcription. Or sit back, watch, and listen! Whichever option suits you best. For help enabling closed captions and live transcripts, please [click this link](#).

2. **ACCESS THE HOW TO BE AN ALLY SUMMIT RESOURCE PAGE:** This page is our one-stop shop that you can visit during the Summit to access any information, content, and resources we have referenced and shared throughout the Summit. To access the resource page, [click here](#).

3. **ASK OUR TEAM:** If you have any questions, please direct them to someone with a **[UI TEAM]** designation in their Zoom name, or use the Tech Support button on our Summit resource page linked above.



“One of the things I learned when I was negotiating was that until **I changed myself**, I could not change others.”

Nelson Mandela



DAY ONE



**PLANNING
BRIDGES:**

HOW NOT
TO BE AN ALLY



PRIVILEGE: GAINING BENEFITS BASED ON SOCIAL IDENTITY.

Key Points





Personal Reflections

My Takeaways!



BIAS: THE SET OF UNREASONED
OPINIONS THAT ARE BASED IN
STEREOTYPES OF SOCIAL GROUPS.

Key Points





Personal Reflections

My Takeaways!



MICROAGGRESSIONS: **ACTIONS THAT CAN UNINTENTIONALLY** **EXCLUDE MARGINALIZED GROUPS.**

Key Points





Personal Reflections



My Takeaways!





“Strength lies in
differences, not in
similarities.”

- *Stephen R. Covey*



DAY TWO



**BUILDING
BRIDGES:**

HOW TO BE
AN ALLY



DIVERSITY: BRINGING TOGETHER MULTIPLE SOCIAL IDENTITIES TO PROMOTE DIFFERENT THINKING.

Key Points





Personal Reflections



My Takeaways!





EQUITY: THE PROCEDURES THAT USE PROPORTIONALITY TO CULTIVATE GROWTH.

Key Points





Personal Reflections



My Takeaways!





INCLUSION: SHARING AUTHORITY SO UNDERREPRESENTED GROUPS HAVE INFLUENCE.

Key Points






Personal Reflections



My Takeaways!





"Happiness is when
what you think,
what you say, and
what you do are in
harmony."

-Mahatma Gandhi



DAY THREE



**CROSSING
BRIDGES:**
FOSTERING
ALLYSHIP




TALKING ACROSS DIFFERENCES

Personal Reflections



My Takeaways!





OVERCOMING RESISTANCE

Personal Reflections



My Takeaways!



YOUR COMMITMENT

WHAT WOULD A MORE INCLUSIVE
WORLD LOOK LIKE?



I COMMIT TO DO THE FOLLOWING
TO MAKE THAT WORLD POSSIBLE!!!



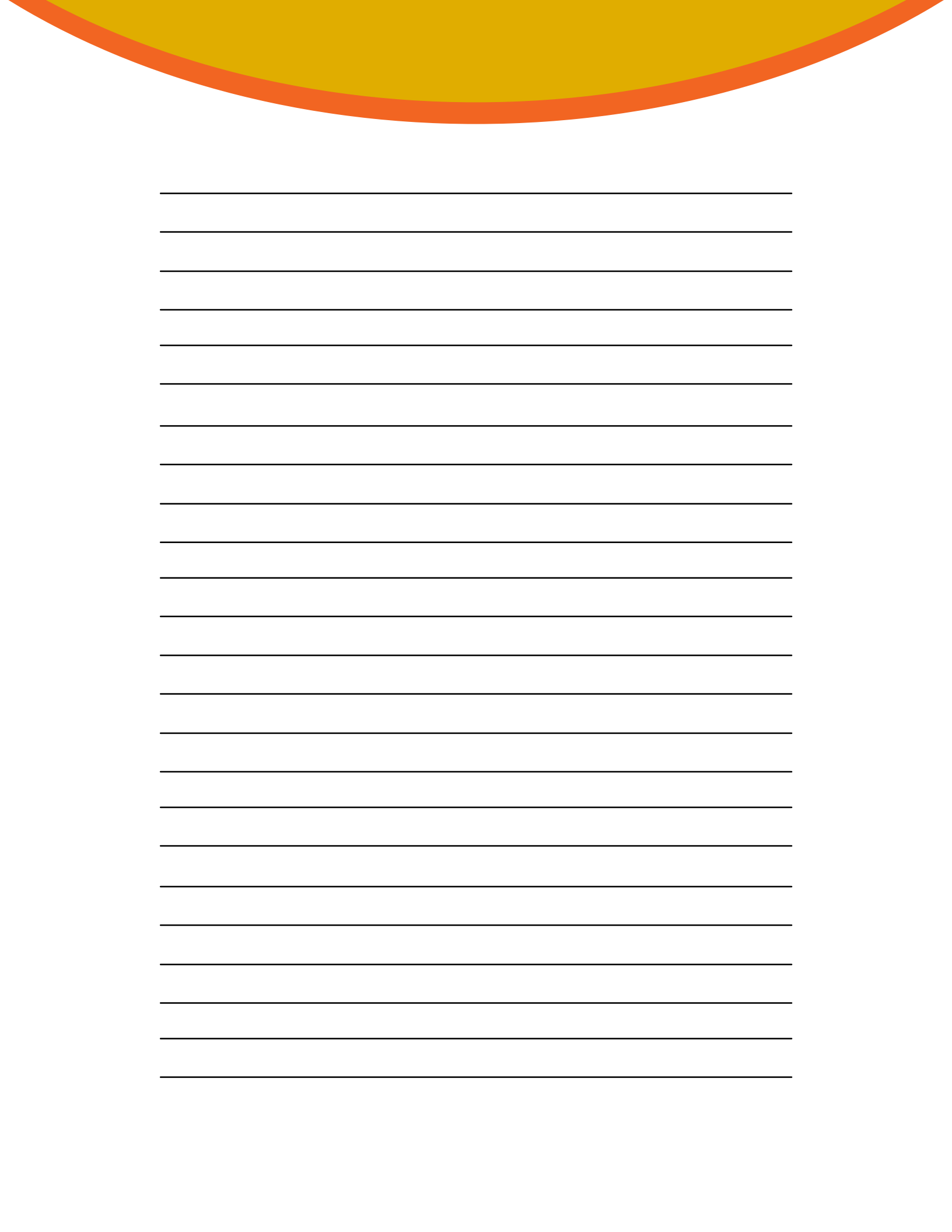
If you're dedicated to continuing your allyship journey, sharing this commitment with someone is a great way to build in accountability! [Click here](#) to state your commitment and we'll help you achieve it!



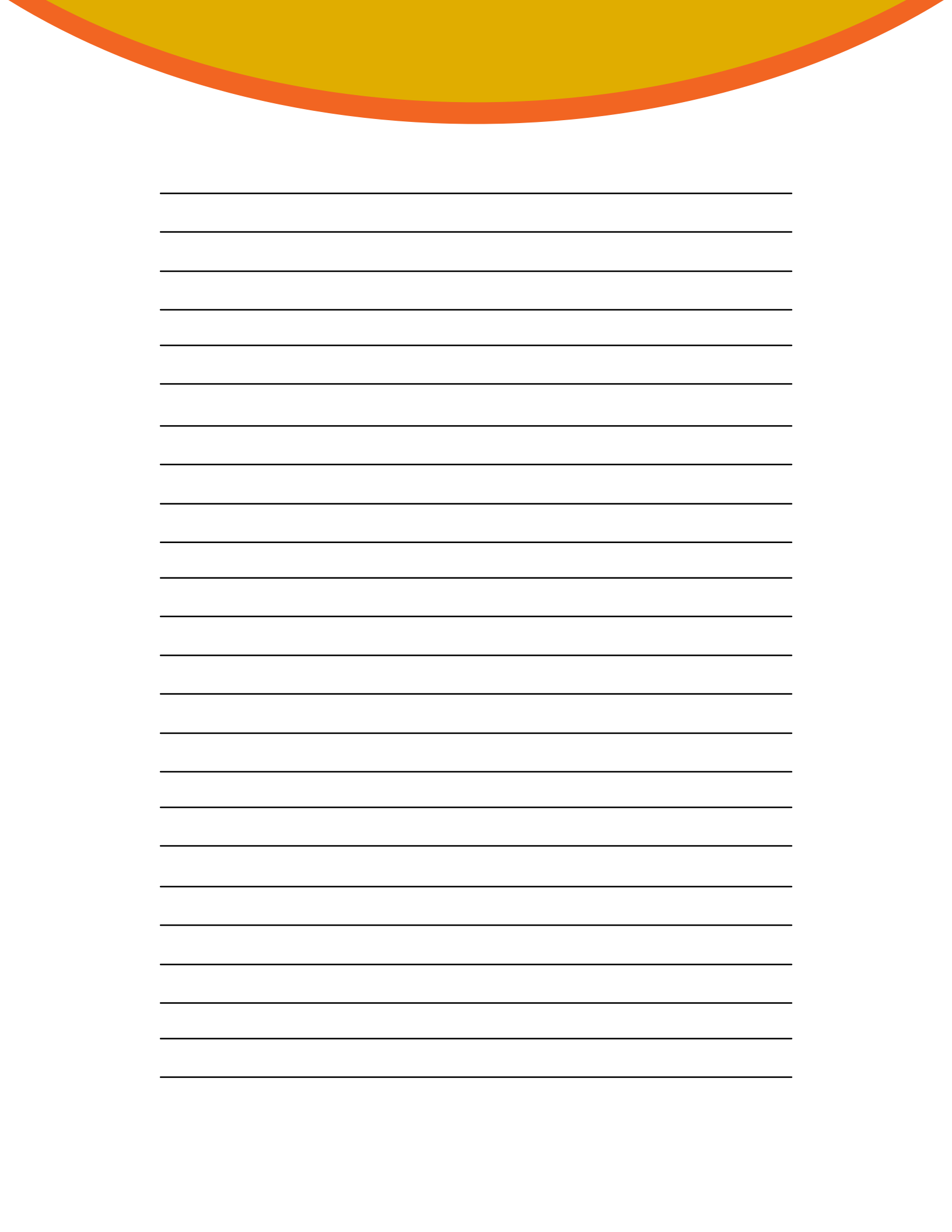
“We all should know that **diversity makes for a rich tapestry**, and we must understand that all the threads of the tapestry are **equal in value no matter what their color.**”

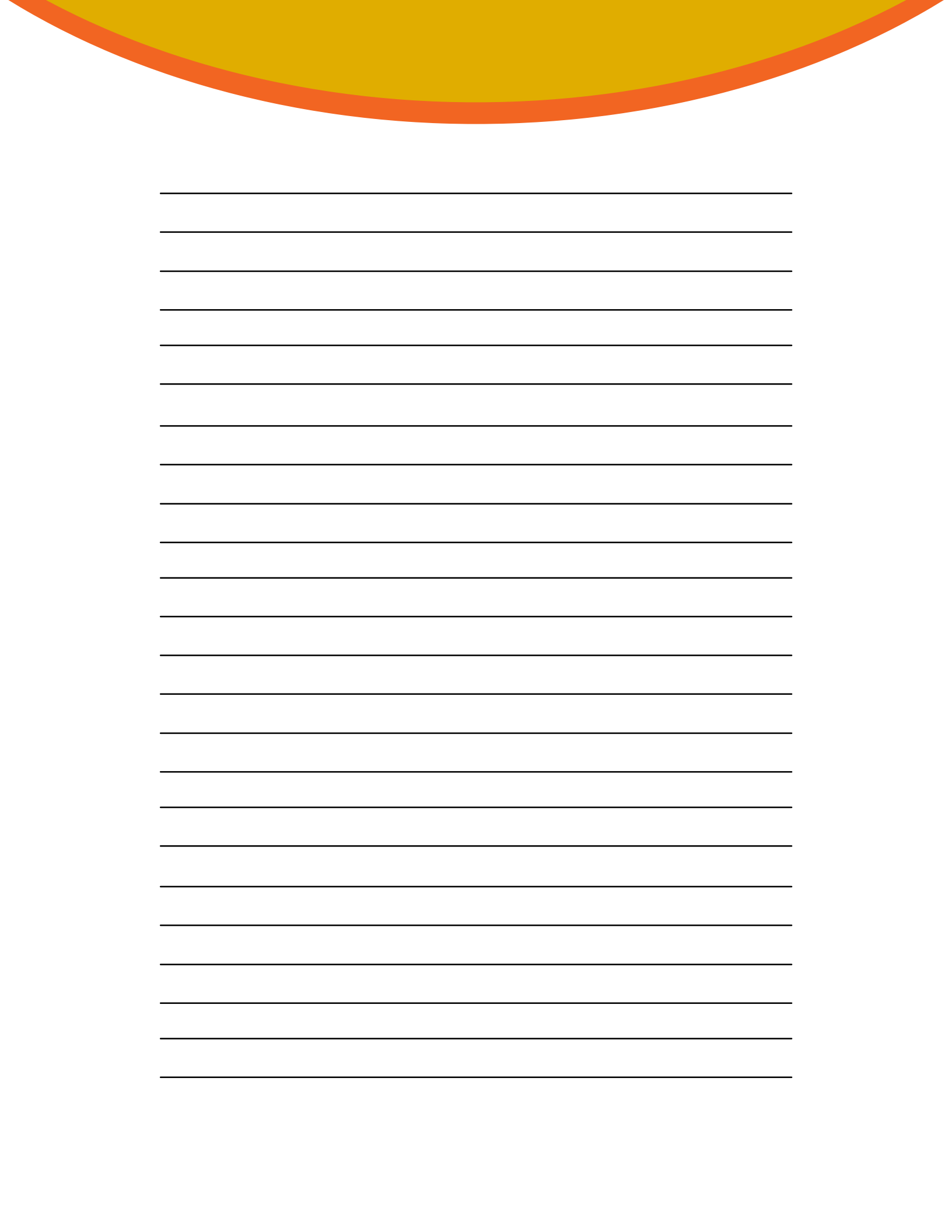
- *Maya Angelou*













Deanna Singh

STAY CONNECTED!



Dr. Justin Ponder



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