

MOSAIC

Pathway on Allyship

Thank you for being here!

Welcome to a community of people who are motivated to create cohesion through courageous conversations. We hope that these MOSAIC Pathways will support you to have healthy conversations about complex topics, so that we can collectively move closer to a more peaceful and inclusive society.

We know how busy life can get and that it can be difficult to find the time to be fully prepared for these conversations. Our team has designed this pathway as one possible way to structure a conversation around this topic. We welcome your feedback and suggested changes for this pathway, and any ideas you have for other pathway topics.

Introduction

The Allyship Pathway aims to help participants build their understanding and practice of actionable allyship. This Pathway introduces participants to the concepts of allyship and accomplice, seeking to broaden their perspectives and offering different ways for effective solidarity. We hope that by the end of the session, participants understand why allyship is important for societal change and can critically reflect on its limitations. Participants should leave the session with the knowledge, self-awareness, and skills necessary to be thoughtful allies and accomplices, and to integrate allyship into their daily lives.

Setting up the Conversation

Before getting stuck into the conversation, think how you might create a space that encourages open dialogue, vulnerability with purpose, and constructive engagement, where everyone involved feels empowered to share their experience without fear of judgment.

We encourage appropriate icebreaker and safety checkout activities. We believe alongside those activities that this pathway can range in time from 1.5 hours to 3 hours.

Please consider further exploration through the Know Better Do Better and Positionality pathways.

TARGET AUDIENCE AND ACCESSIBILITY:

This Allyship Pathway is designed for individuals aged 14 and over welcoming participants with diverse levels of knowledge, making it inclusive for those without prior experience.

CREATING A SAFE AND ACCOUNTABLE SPACE:

1. **Acknowledge Diverse Experiences:** Begin by acknowledging the diverse experiences present in the room. Everyone brings unique perspectives shaped by their backgrounds, identities, and lived experiences. This recognition lays the foundation for understanding and empathy.
2. **Variation in Knowledge Levels:** Recognise the varying levels of knowledge about the topic. Some participants may be well-informed, while others may be exploring these concepts for the first time. Encourage an open mind and an attitude of curiosity for learning from one another.
3. **Sharing Personal Stories:** Emphasise the importance of sharing personal stories, which can humanise the discussion and deepen understanding. Participants should feel empowered to share their experiences, knowing that doing so enriches the conversation.
4. **Ground Rules for Support:** Establish ground rules for supporting each other throughout the conversation. Encourage active listening, empathy, and validation. Create a space where participants can express their thoughts and feelings without fear of judgement.
5. **Checking Comfort Levels:** Set guidelines for checking in on comfort levels. Acknowledge that discussions around these topics can evoke strong emotions. Encourage participants to communicate when they need a pause or additional support.
 - a. **Check-in with Young Indigenous & People of Colour:** Recognise that these topics/

conversations may be more personal for young people of colour. Consider checking in with them individually before the session to gauge their comfort levels and address any concerns. During the conversation, be attentive to their reactions and provide opportunities for them to share or opt-out as needed.

- b. **Addressing Power Dynamics:** Be mindful of power dynamics within the group. Ensure that everyone has an opportunity to speak, and actively intervene if dominant voices overpower marginalised perspectives. Facilitate with an understanding of the intersectionality of identities and how they contribute to varied experiences of discrimination.
6. **Respecting Dissenting Views:** Acknowledge the potential for differing opinions and viewpoints. Create an environment where dissenting views are acknowledged and discussed constructively through respectful dialogue.

However, dissenting views do not mean participants are entitled to express views that are violent, discriminatory, or question the existence of other people. Respect for differing views does not include tolerating hateful and harmful speech. Ensure that conversations remain within the bounds of respectful communication, within an atmosphere where participants feel safe and valued. Encourage discussions that promote understanding rather than perpetuating harm and address any language or behaviour that may be harmful or disrespectful to others.

SUPPORT AND CARE FOR YOUNG PEOPLE:

1. **Recognise Vulnerability:** Understand that young people, especially those from marginalised communities, may feel vulnerable discussing these topics. Create an atmosphere that respects and values their emotions and perspectives.
2. **Provide Resources for Support:** Offer resources and information for additional support.

Encourage participants to seek help if needed, offer a post workshop support sheet.

3. **Empower Through Education:** Empower young people through education. Provide resources that help build resilience and self-esteem. Highlight positive stories and examples of resilience within their communities.
4. **Anti-Racist Practice:** Incorporate anti-racist principles into facilitation by emphasising the importance of dismantling racist structures and

promoting inclusivity. Encourage young people to explore how they can actively contribute to anti-racist practices in their lives and build a sense of collective responsibility in creating a more equitable and just society.

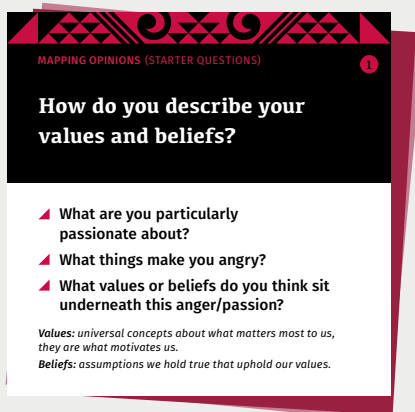
5. **Encourage Allyship:** Encourage participants to support one another, learn from shared experiences, and work together towards a more inclusive and equitable future.

MOSAIC CARDS

These are the recommended MOSAIC cards you can use to explore Allyship.

CARD 1

How do you describe your values and beliefs?



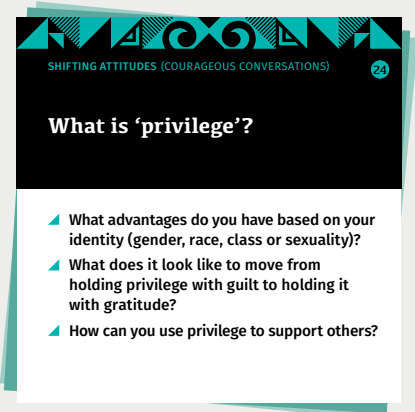
CARD 6

Who or what influences your worldview?



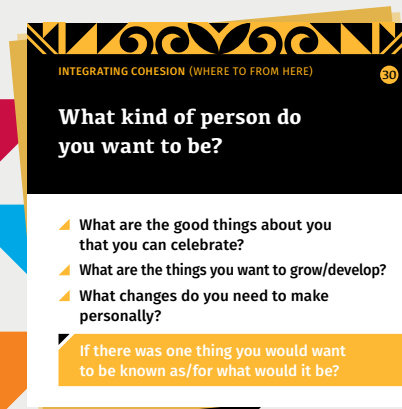
CARD 24

What is privilege?



CARD 30

What kind of person do you want to be?



Supporting Resources

Here is a selection of relevant resources for facilitators and workshop participants to explore the topic of Allyship. We recommend that you engage with the resources beforehand; however, they may also be built into the structure of the session where appropriate.

In case participants would like brief definitions, you can use the following. Be mindful not to present these at the beginning of the conversation. Let participants come up with their own ideas before sharing existing definitions.

Ally Definition: An ally is an individual who actively engages in the ongoing practice of using their privilege and influence to support and advocate for marginalised communities. Allies commit to continuous learning, self-awareness, and taking concrete actions to address systemic inequities. Their role involves not only understanding and empathising with the challenges faced by others but also actively working towards dismantling oppressive structures.

Difference Between Ally and Accomplice: While both allies and accomplices share the goal of promoting equity and justice, they differ in their approach and level of engagement. An ally is someone who supports marginalised communities but may not necessarily take direct action or confront systemic issues. On the other hand, an accomplice goes beyond passive support; they actively challenge and confront oppressive systems. Accomplices work in collaboration with marginalised groups, often risking their own comfort or privilege to dismantle oppressive structures. The key distinction lies in the level of involvement and willingness to disrupt the status quo for lasting societal change.

Article

HOW TO TELL IF YOU'RE BEING A GOOD ALLY

Provides practical insights on being an effective ally.

5 minutes reading

Where to find it

<https://www.teenvogue.com/story/how-to-tell-if-youre-being-a-good-ally>

Level of understanding:

Basic

Article

TE TĀNGI Ā TE RURU - TO CENTRE CONSTITUTIONAL TRANSFORMATION FOR ASIAN TANGATA TIRITI

Addresses the need to prioritise constitutional transformation for Asian Tangata Tiriti.

20 minutes reading

Where to find it

<https://tetangiaterruru.org/2023/02/04/to-centre-constitutional-transformation-for-asian-tangata-tiriti/>

Level of understanding:

Moderate

SP L^Q LEARNING FOR JUSTICE

Article

ALLY OR ACCOMPLICE? THE LANGUAGE OF ACTIVISM

Explores language nuances in activism and allyship.

3 minutes reading

Where to find it

<https://www.learningforjustice.org/magazine/ally-or-accomplice-the-language-of-activism>

Level of understanding:

Basic



Article

TINA NGATA - WHAT'S REQUIRED FROM TANGATA TIRITI

Explores responsibilities and expectations in the context of the Treaty of Waitangi.

7 minutes reading

Where to find it

<https://tinangata.com/2020/12/20/whats-required-from-tangata-tiriti/>

Level of understanding:

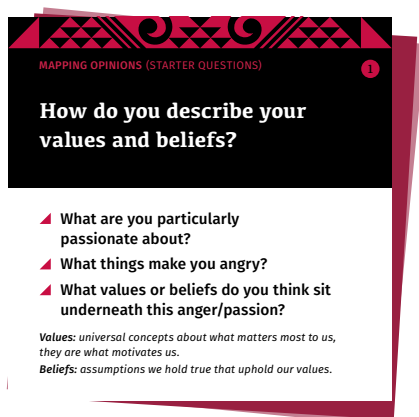
Moderate

The Conversation

A. Getting started

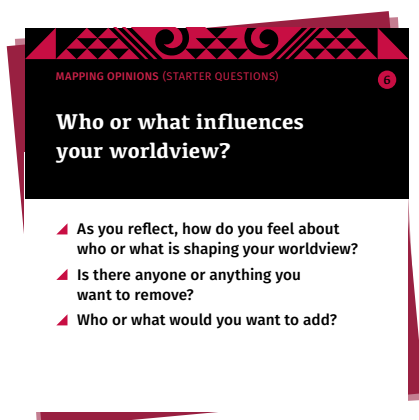
Welcome to this guided conversation on allyship - an active practice of using power and privilege to promote equity, inclusion, and justice. Please note that this pathway uses some questions from the MOSAIC cards and additional transition questions have been added for further unpacking of the topic.

CARD 1: HOW DO YOU DESCRIBE YOUR VALUES AND BELIEFS?



This card supports participants to develop a clear understanding of their personal beliefs and values. Sharing their values and beliefs with others encourages participants to build empathy and show respectful behaviour, particularly when hearing values and beliefs different to their own.

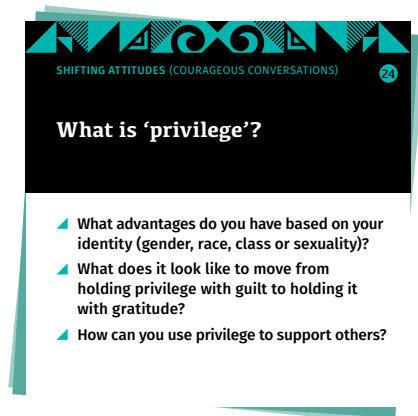
CARD 6: WHO OR WHAT INFLUENCES YOUR WORLDVIEW?



This card asks participants to reflect on how external factors shape their perspectives and share what influential factors contribute to their worldview.

B. Getting deeper

CARD 24: WHAT IS “PRIVILEGE”?



Encourage participants to consider how certain factors might grant them advantages or disadvantages in society.

Follow up question:

- How is worldview connected to privilege?
- Encourage participants to build an understanding of the intersection between worldview and privilege.

HOW DOES BEING AN ALLY AND BEING AN ACCOMPLICE DIFFER IN THE CONTEXT OF PROMOTING EQUITY AND JUSTICE?

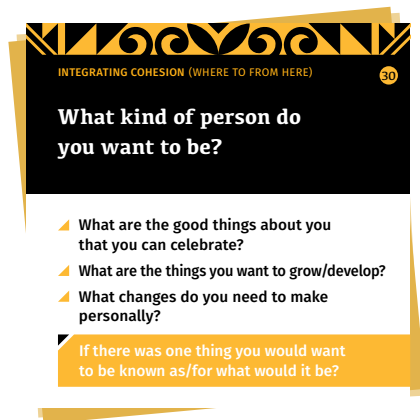
This questions encourage participants to identify the nuances between being an ally and an accomplice and the different ways these concepts show up in people's beliefs and actions.

HOW CAN WE BE IN SOLIDARITY WITH PEOPLE WHOSE LEVEL OF PRIVILEGE DIFFERS FROM OURS?

This question builds awareness and empathy by asking participants to connect their own worldview and lived experiences with those of others.

C. Wrapping up

CARD 30: WHAT KIND OF PERSON DO YOU WANT TO BE?



This question prompts participants to think about how their learning can contribute to positive changes in their community, and what practical steps they can take to promote equity and inclusion as part of their personal commitment to allyship.

Here are some additional questions to help participants reflect on the conversation they've just had.

- What are some key learnings/takeaways?
How might these be shared with others and in what settings?
- How has this Pathway impacted your understanding of allyship?
- How might you apply your experience of this Pathway conversation?



After the Conversation

More learning

Here are some extra resources that you can check out to deepen your understanding of allyship, solidarity and activism. Examples include narratives from different perspectives so that participants can choose what speaks to them most.



Video

5 TIPS FOR BEING AN ALLY

Offers practical tips for being an effective ally.

4 minutes reading

Where to find it

<https://www.youtube.com/watch?v=dg86g-QIM0>

Level of understanding:

Basic



Video

AWAKEN BLOG - ALLYSHIP VS. ACCOMPLICE: THE WHAT, WHY, AND HOW

Distinguishes between allyship and being an accomplice.

10 minutes reading

Where to find it

<https://medium.com/awaken-blog/allyship-vs-accomplice-the-what-why-and-how-f3da767d48cc>

Level of understanding:

Moderate



Documentary

LAND OF THE LONG WHITE CLOUD & LAND OF THE LONG WHITE CLOUD - PART 2

A documentary series exploring New Zealand's history and cultural context. These two episodes focus on the role of non-Māori in confronting colonisation and racism.

G, 12 minutes (together)

Where to find it

https://youtu.be/kmmdbXr5y3Q?si=RRs47Wvjmy_FwuFp

and

https://youtu.be/XPfvIC8DI0g?si=t-h_HRH2cw84NbL3

Level of understanding:

Basic



Video

NCCASA - ALLY VERSUS ACCOMPLICE

Discusses the differences between allyship and being an accomplice in activism.

6 minutes reading

Where to find it

<https://nccasa.org/ally-versus-accomplice/>

Level of understanding:

Moderate

Allyship - The Key To Unlocking The Power Of Diversity

Article

FORBES - ALLYSHIP: THE KEY TO UNLOCKING THE POWER OF DIVERSITY

Explores the significance of allyship in fostering diversity and inclusion.

6 minutes reading

Where to find it

<https://www.forbes.com/sites/shereatcheson/2018/11/30/allyship-the-key-to-unlocking-the-power-of-diversity/?sh=365d04349c6f>

Level of understanding:

Basic



Tina Ngata (Photo: Qlane Matata-Sipu/NUKU)

Video

E-TANGATA - TINA NGATA: PERFORMATIVE GESTURES AND PERMISSIVENESS ARE DERAILING TIRITI JUSTICE

Discusses performative gestures and permissiveness in the context of Tiriti justice.

4 minutes reading

Where to find it

<https://e-tangata.co.nz/comment-and-analysis/tina-ngata-performative-gestures-and-permissiveness-are-derailing-tiriti-justice/>

Level of understanding:

Moderate

Support

We know these conversations can be difficult and bring up a range of experiences and deep emotions, which is totally valid. If you would like some support, here are some contact details for suggested support organisations and communities.

YouthLine

0800 376 633

Free 24/7 text 234 · talk@youthline.co.nz

RainbowYouth

<https://ry.org.nz/get-support>

Aroā Wellbeing - a space created by rangatahi for rangatahi

<https://www.aroawellbeing.co.nz/>

