



Reconnect & Renew
Renouer et rebondir

CESBA Conference | Conférence de CESBA

November 23-25 | 23-25 novembre

Allyship

with the

Equity & Inclusion Committee

Learning Goal

To understand what it means to be an ally; why particular groups need allies; and how to develop the skillset and confidence to put allyship into positive meaningful action.

To learn tips and scenarios to share with your learners, colleagues and other stakeholders.

Sometimes you're a caterpillar



<https://youtu.be/hRiWgx4sHGg>



You step on someone's toe – How not to respond



- “I can’t believe you think I’m a toe-stepper! I’m a good person!” – **Centring yourself**
- “I don’t mind when people step on my toes.” – **Denial that others’ experiences are different from yours**
- “All toes matter!” – **Refusal to centre those impacted**
- “I’d have moved my foot if you’d ask me more nicely.” – **Tone policing**



You step on someone's toe – How not to respond (cont.)



- “Toes getting stepped on is a fact of life. You’ll be better off when you accept that.” – **Denial that the problem is fixable**
- “Some people don’t even have toes, why aren’t we talking about them instead?” – **Derailing**
- “You shouldn’t have been walking around people with boots!” – **Victim blaming**
- “I thought you wanted my help, but I guess not. I’ll just go home.” – **Withdrawing**

5 Tips for Being an Ally



@chescaleigh

<https://youtu.be/dg86g-QIM0>

Chescaleigh's 5 Tips to Being an Ally

1. Understand your privilege
2. Listen and do your homework
3. Speak up, not over
4. You'll make mistakes. Apologize when you do!
5. Ally is a verb

CESBA's Equity & Inclusion Committee

We plan learning events, develop resources, and inform EDU initiatives to promote equity and inclusion in adult and continuing education programs throughout Ontario.

Join us! We are looking for diverse voices from across adult and continuing education to share perspectives, skills, and knowledge.



