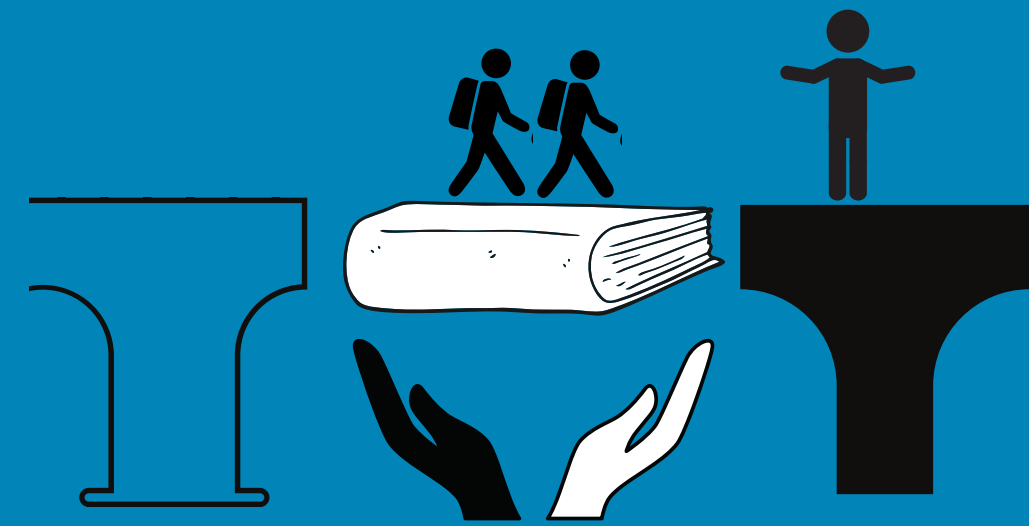


# Are you a good Ally?



To Leadership

## Allyship is...

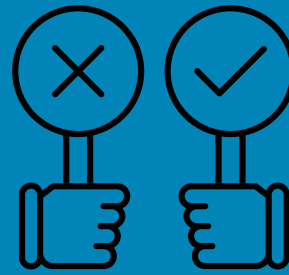
- An individual who supports those from minority groups
- A lifelong process of building relationships based on trust, accountability with marginalised individuals or groups of people
- Chance to reflect about our own views
- Giving those from minority groups a voice

## Allyship is not...

- A badge of honour or title
- A saviour complex where BME individuals can be 'saved'
- Being praised for your actions
- Only being an ally when there is a BME audience
- A pass for you to speak on behalf of BME people
- A favour but a lifestyle

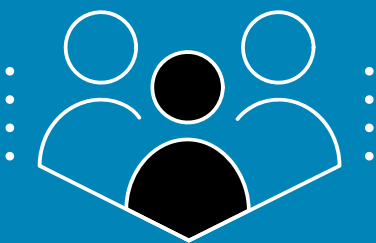
### Challenge unacceptable behaviour

As an educator in a privileged position you have power to address unacceptable behaviour



### Appreciate the diversity within the BME community

Be aware of the variances between, and within, ethnic groups

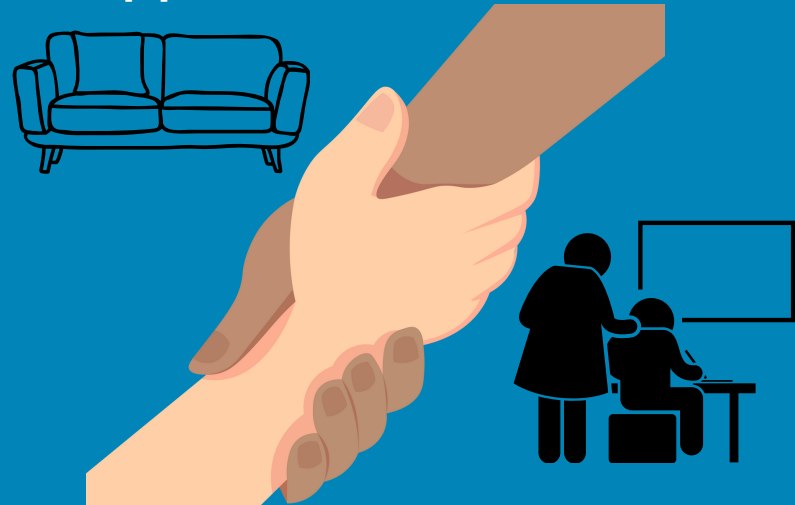


### Educate yourself

Learn about the experiences of the BAME community, students and the challenges they can face on placement

### Get comfortable with talking about it

Open conversations are essential to identify challenges, opportunities and solutions



### Incorporate Allyship within your role as an educator

An educator is not only a teacher but also a leader, role model, mentor and assessor

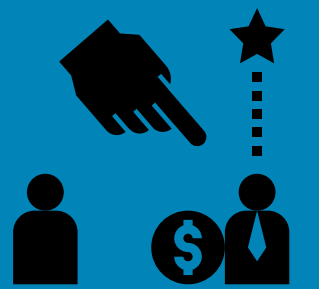
### Be present in your Allyship

Attend events which are aimed at promoting inclusion



### Be aware of your privileges

Recognise the advantages of this



### Influence change

Promote and develop inclusive systems and processes within your organisation



HOW TO BE AN ALLY AS AN EDUCATOR

## Practical tips:

- C - Create a safe environment for students to feel secure with speaking up
- C - Challenge micro-aggression in the workplace
- U - Understand an individual's culture, being flexible and considerate towards their needs
- T - Take time to learn an individual's name and each other
- S - Signpost students to role models and useful resources

### LEARN MORE AT:

- UNIVERSITY OF BRIGHTON SUPPORTING HEALTH AND SPORT STUDENTS IN PRACTICE (2021) 'SUPPORTING STUDENTS OF COLOUR'  
AVAILABLE AT: [HTTPS://BLOGS.BRIGHTON.AC.UK/UOBSUPPORTINGHEALTHANDSPORTSTUDENTSINPRACTICE/EQUALITY-DIVERSITY/BAME/](https://blogs.brighton.ac.uk/uobsupportinghealthandsportstudentsinpractice/equality-diversity/bame/)
- CANTERBURY CHRIST CHURCH UNIVERSITY (2021) CLOSING OUR GAP  
AVAILABLE AT: [HTTPS://WWW.CANTERBURY.AC.UK/CLOSING-OUR-GAP/CLOSING-OUR-GAP.ASPX#:~:TEXT=CLOSING%20OUR%20GAP%20IS%20OUR,AND%20OUR%20WIDER%20ACADEMIC%20COMMUNITY.](https://www.canterbury.ac.uk/closing-our-gap/closing-our-gap.aspx#:~:text=CLOSING%20OUR%20GAP%20IS%20OUR,AND%20OUR%20WIDER%20ACADEMIC%20COMMUNITY.)

Created by:  
Tasmin Jesse (UOB),  
Harriet Atkinson (UOB),  
Dimple Hirani (UOB) and  
Japheth Rubiato (CCCU)