

13 - Activators. Advocates. Allies.

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Learn To Earn

Activator Advocate Ally

**Shannon TL Isom
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**eliminating racism
empowering women
ywca**



Our Mosaic

**our children
our parents
our community**

**our shelters
our homes
our lack of homes
our neighborhoods**

**our poverty
our segregation
our disinvestment
our structural racism
our redlining
our class system
our unequitable education system**

**eliminating racism
empowering women
ywca**



Our Mosaic

our crisis
our trauma
our legacy
our apathy
our tolerance
our silence
our comfort
our generational lack

our teachers
our counselors
our class aides
our librarians
our curriculum
our principals
our superintendents

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How Are You Doing At Becoming?

**an Activator?
an Advocate?
an Ally?**

you can't opt out



Activator

a noun. A person that stimulates or initiates a chemical process. A chemical process – literally breaks or reconstitutes

How?

- Are you asking the right questions?
- Are you disrupting processes and procedures based on race, gender, class lens?
- Are you using your position to hold yourself, peers and work/school environment equitable, - with parity?



Digest + Pause

Thoughts?



Advocate

A noun. A person who publicly supports or recommends a particular cause or policy

A verb. publicly recommend or support.

How?

- Do you know your own biases; what is not spoken and how do you allow it?
- Are you using your voice? Is it auditory, communicative, present and urgent?
- Are you consistently looking for gaps and holding professional spaces accountable in policies, practices and procedures?
- Who is being centered in policies, practices and procedures?
- Are you supporting the lone voice? The right voice?



Digest + Pause

Thoughts?



Allyship

An active, consistent, and challenging practice of unlearning and re-evaluating, in which a person of privilege seeks to work in solidarity with a marginalized group.

It is not an identity...it is a process, a practice--lifelong

How is this done?

- Are you building relationships based on trust?
- Are you consistent and accountable to yourself and to others? Do you need recognition?
- Are those communities recognizing your consistency and are you learning?
- Are you telling others?



Digest + Pause

Now who are you?



What does this look like in the education system?

What does your leadership look like?

Who receives the suspensions? detentions? expulsions?

For whom is the curriculum designed and directed?

When was the last time race was correlated to any of the above issues?

How does education hold itself accountable? And how does your school?

And how does the Ohio Department of Education? And how do you?

Thank You.