



CENTER FOR
DIVERSITY, INCLUSION,
AND BELONGING
NYU SCHOOL OF LAW

BECOMING AN ALLY TO ALL

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DEFINITION OF ALLY

“

An ally is someone who leverages their advantages in support of others who don't have those same advantages.

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WHY ALLYSHIP?

Allyship applies to everyone

Allyship is solution-oriented

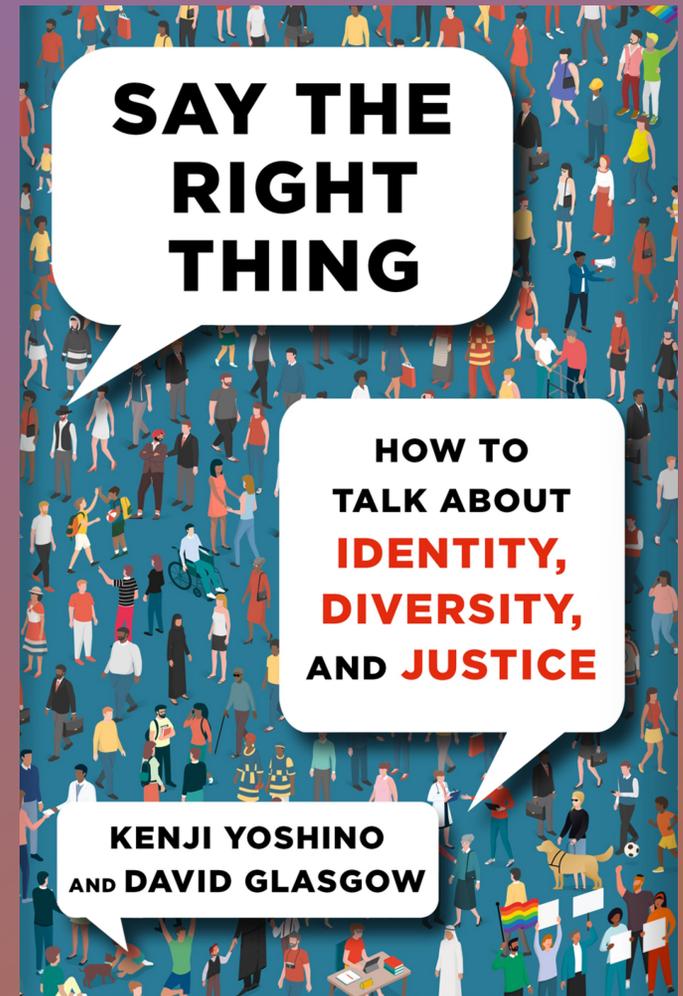
Allyship is global

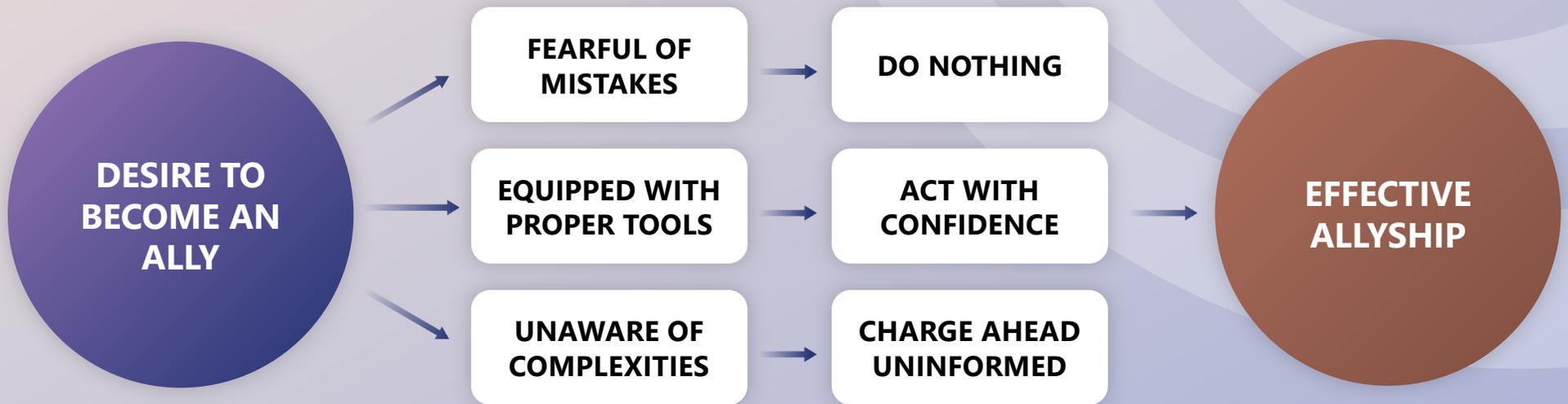
Allyship is essential for organizational change



OUR APPROACH TO ALLYSHIP CONVERSATIONS

A practical, shame-free guide for navigating conversations about our differences in a time of rapid social change.





POLL QUESTION #1

Through a show of hands, how many of you have ever felt caught at either of the two extremes of allyship—

1. Not speaking up because you fear making mistakes?
2. Barreling into a situation uninformed?



POLL QUESTION #2

Imagine you're at an event when someone jokes about a friend being on "Hispanic time." Through a show of hands, indicate which response is the best:

1. Ouch!
2. I think you're so much better than that comment.
3. I didn't get that joke. Could you explain it to me?
4. I felt uncomfortable about what you just said, because . . .
5. We don't say that kind of thing here.

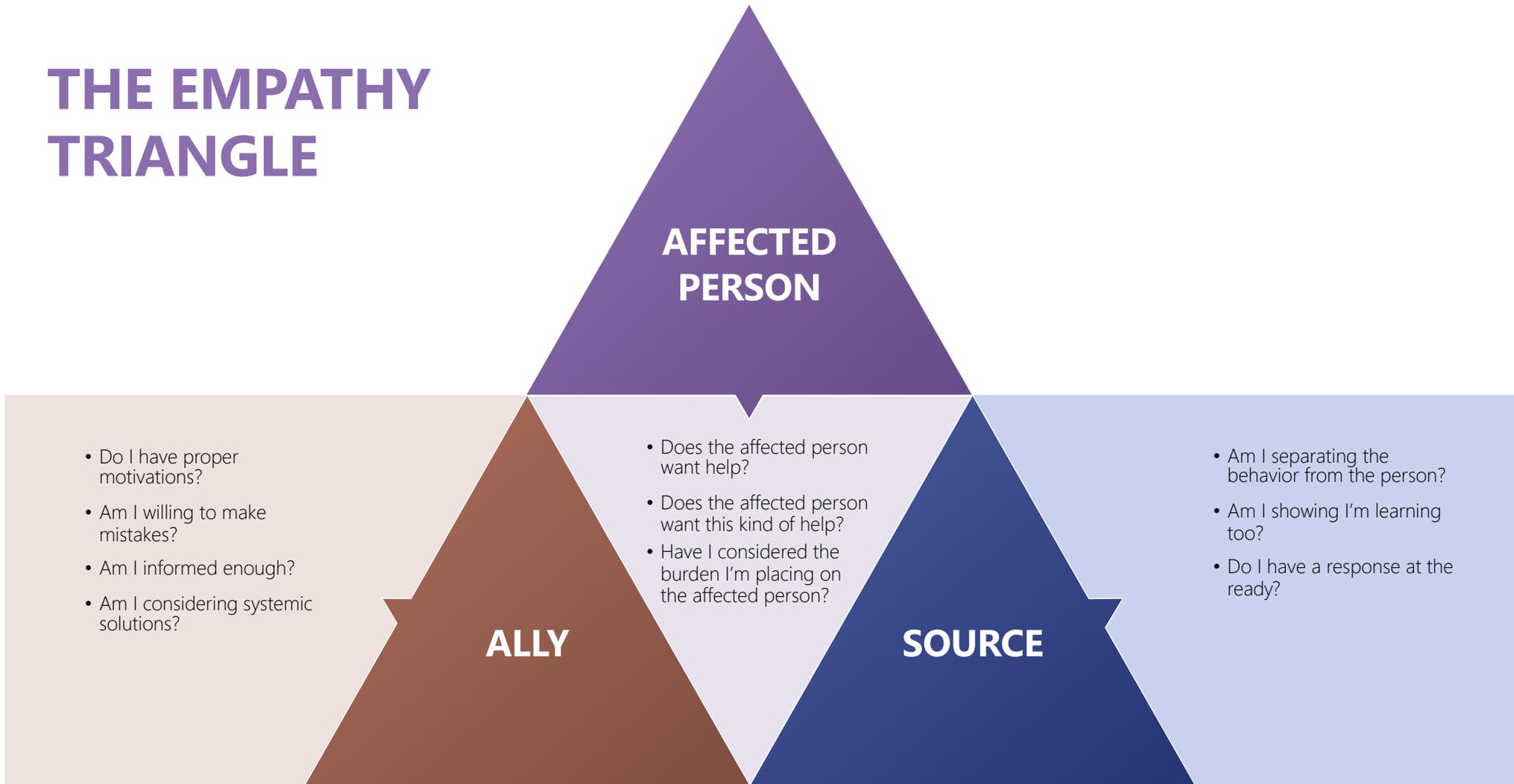




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THE EMPATHY TRIANGLE

THE EMPATHY TRIANGLE



OPTIONS FOR ENGAGING THE SOURCE

STRATEGY	EXAMPLE
Say something short and sharp	"Excuse me?"
Emphasize the impact on you	"That comment didn't land well on me, because . . ."
Educate	"I feel differently about that issue. Can I share my perspective?"
Ask them to explain their views	"Can you help me understand how you came to that view?"
Paraphrase or repeat what they said	"To make sure I heard you correctly, did you just say . . .?"
Model what they could have said	"I think the client would really like <i>her</i> " (in response to misgendering)
Connect the issue to specific people	"If someone said that to your spouse, how would you feel?"
Show how your views have evolved	"I've been [reading/listening to] __ recently and here's how it changed my mind . . ."
Affirm their values	"I know you care about __. What you just said doesn't sound consistent with that."
Affirm their intentions	"I'm sure you didn't mean it to come across this way, but I found __ insulting."
Appeal to organizational values	"We don't do that kind of thing here."





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THANK YOU