

Beyond Book Clubs & Lip Service: Actionable Allyship in the Workplace

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Learning Outcomes

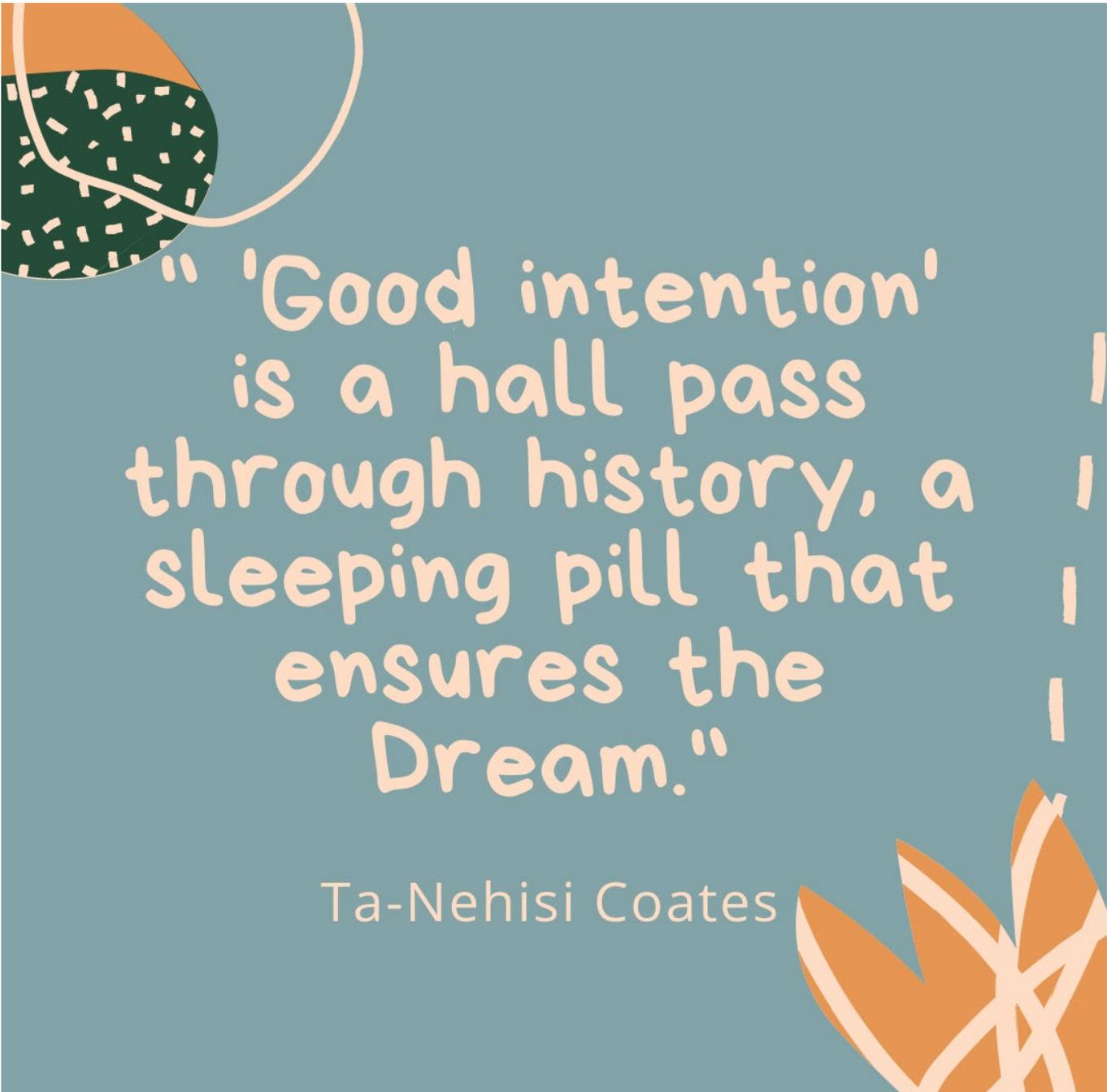
- Understand what microaggressions and macroaggressions are and how they negatively impact the mental health of people of color
- Learn how white supremacy culture shows up in the workplace
- Understand stages of grief for communities of color
- Engage in reflection and discussion on actionable allyship and how to take meaningful action

Meditation



BREATHPOINT





" 'Good intention'
is a hall pass
through history, a
sleeping pill that
ensures the
Dream."

Ta-Nehisi Coates

Culturally Taxed and Depleted



Microaggressions

“...everyday slights, put-downs, invalidations, and insults directed to socially devalued group members by well-intentioned people who may be unaware that they have engaged in such biased and harmful behaviors...”





Microaggressions

Microassault: “...blatant verbal, nonverbal, or environmental attack intended to convey discriminatory and biased sentiments.”

Microinsult: “...unintentional behaviors/verbal comments that convey rudeness/insensitivity and/or demean racial heritage, gender identity, religion, ability, or sexual orientation.”

Microinvalidation: “unintentional verbal comments/behaviors that exclude, negate, or dismiss the psychological thoughts, feelings, or reality of the target group.”

Microassault

- Racial epithets
- Overt discrimination

Microinsult

- Rushing to help a disabled person
- “You’re so articulate.”

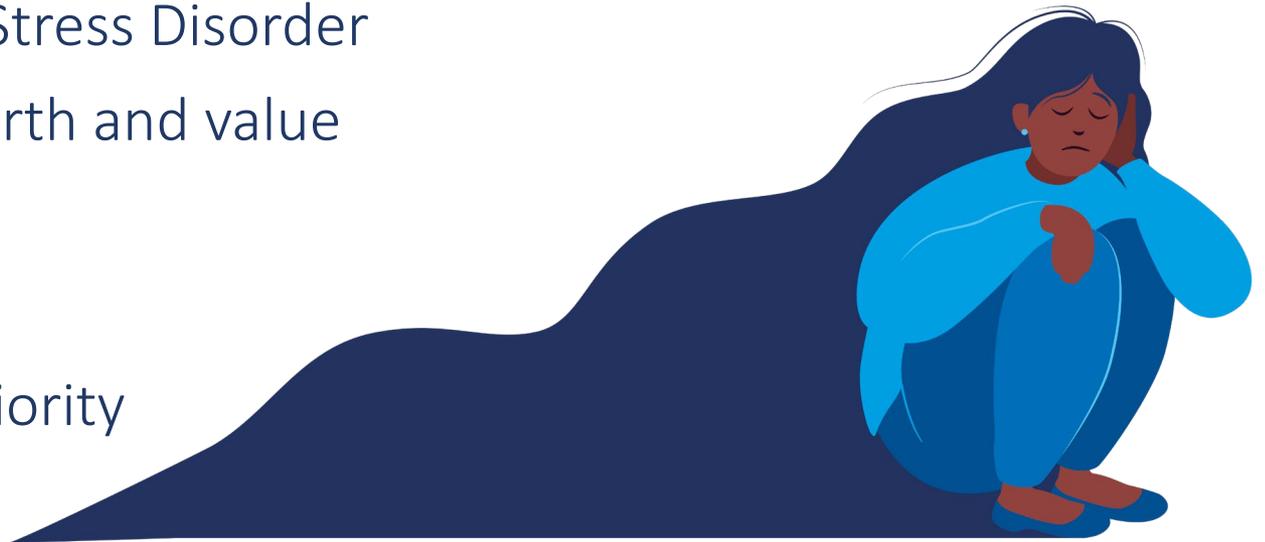
Microinvalidation

- Colorblindness
- Dismissing sexual orientation as a phase



Microaggressions and Mental Health

- Chronic pain
- Fatigue
- Low self-esteem
- Depression
- Anxiety
- Post-Traumatic Stress Disorder
- Questions of worth and value
- Powerlessness
- Health issues
- Feelings of inferiority
- Death





White Supremacy Culture

...shows up everywhere....

- Dress code
- Perfectionism
- Worship of the written word
- Defensiveness
- Only one right way
- Claiming a right to comfort
- Tokenism
- Individualism
- Fear of open conflict



Beyond the Book Club



Defining Allyship

What makes an ally?

- Someone belonging to a dominant group who actively disrupts oppressive systems and situations when they're witness to ones that disparage marginalized groups
- Consistent, sustainable, reliable action centered on the group(s) they seek to be in partnership with to advance their social justice
- A learner who constantly self-evaluates, engages with the perspective of those they seek allyship with for accountability



Defining Allyship in the Workplace

- Making sure that contributions, POVs are known and attributed in meetings, work products, etc.
- Advocating and amplifying the voices of groups not represented in decision-making, discussions, etc.
- Addressing policies, compensation practices, and hierarchical structures that diminish the rights and mobility of others
- Interrupting social or professional behavior that renders the voices, presence, and contributions of others invisible or less valuable

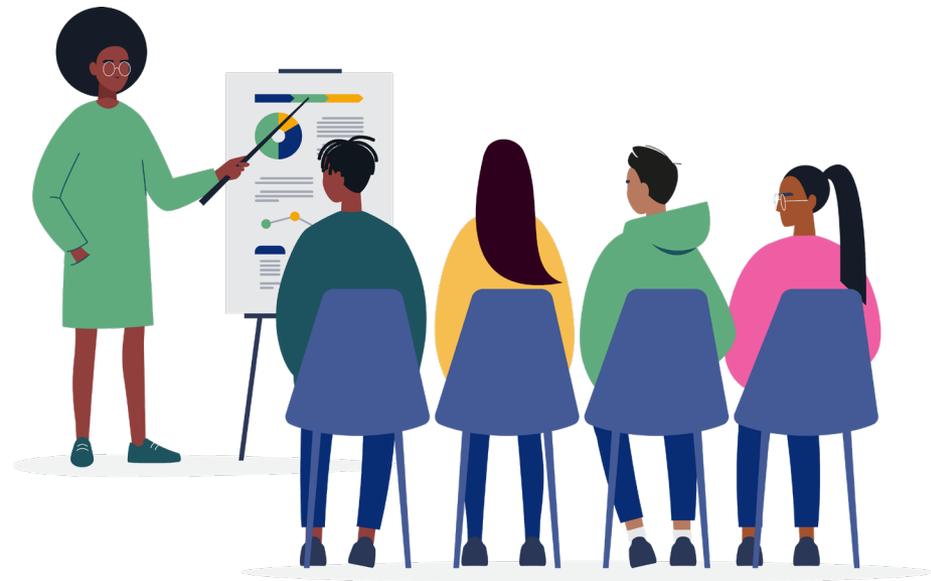


Allyship Resources

What resources should you use?

What we see in DEI work:

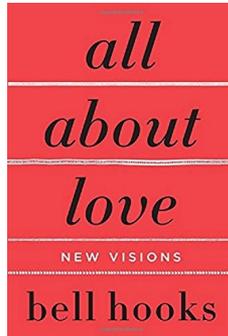
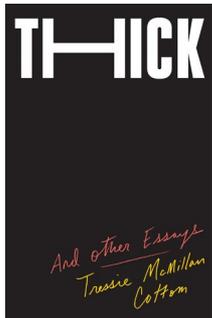
- DEI facilitation: bringing in experts to help address or redress internal culture
- DEI Assessment Tools
- Forming DEI committees, groups, councils
- Restorative healing practices and conversations
- Affinity spaces
- Advocating for these resources





Resources

Books



Articles

[Black Grief](#)

[Not Just Book Clubs](#)

[White Supremacy Culture](#)

[Better Ally](#)

[Model Minority Stereotype](#)

[What Is Owed](#)



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Self-Care Webinar Series

Register for the final webinar in the *It's Okay to Not Be Okay* series:

Part Four: Towards Healing: Community Meditation and Trauma-Conscious Yoga

December 15 @ 12:00 PM CT

Speakers: Nityda Gessel, LCSW, E-RYT, TITY and Alexis "Lexi" Losch, MS.Ed., MA, LPC, NCC

GUEST SPEAKERS



Alexis "Lexi" Losch, MS.Ed.,
MA, LPC, NCC



Dr. Komal Chandra, Ph.D.,
New Jersey Institute
of Technology



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Nityda Gessel, LCSW,
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Yoga Institute



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