BECOMING AN ALLY AND CO-CONSPIRATOR IN DEVELOPMENTAL SCIENCE

NOVEMBER 18, 2020
ERI COMMITTEE: ANTI-RACISM WEBINAR SERIES

PRESENTERS (IN REVERSE ALPHABETICAL ORDER):
DR HYUNG CHOL YOO, DR. LIONEL HOWARD, DR. GABRIELA CHAVIRA,
DR. DIAMOND BRAVO, & DR. MONA ABO-ZENA

MODERATOR: DR. MARIAH CONTRERAS
INDIGENOUS LAND ACKNOWLEDGEMENT

WE ACKNOWLEDGE THAT THE LAND ON WHICH WE GATHER IS THE UNCEDED TERRITORY OF INDIGENOUS PEOPLE.

https://native-land.ca/
INDIGENOUS LAND ACKNOWLEDGEMENT

Dr. Hyung Chol (Brandon) Yoo, Arizona State University (four campuses)
22 Native Nations, including the Akimel O’odham (Pima) and Pee Posh (Maricopa) Indian Communities

Dr. Lionel C. Howard, George Washington University
The Piscataway and Nacotchtank People

Dr. Gabriela Chavira, California State University Northridge
Chumash, Tongva, Fernandeño Tavaviam, Kizh Peoples

Dr. Diamond Y. Bravo, University of California Riverside
Cahuilla, Tongva, Serrano, Luiseño (Payómkawichum), Cupeño and Kumeyaay Peoples

Dr. Mona Abo-Zena, University of Massachusetts Boston
Massachusett, Wampanoag, Nipmuck, Pawtucket Peoples
Norms for courageous conversations

- Stay engaged: Listen fully – with your ears, eyes, and heart
- Expect and accept a lack of closure
- Take space / make space / brave space for all voices
- Speak your truth without blame or judgement / use “I” statements
- Expect to experience discomfort: notice discomfort and stay curious
- Take care of yourself and others
- "Don’t yuck my yum"
- Trust intent, name the impact

Adapted from: *Courageous Conversations* (Singleton, 2015) and Brown University Peer Educators
Becoming an Ally or Co-conspirator in Developmental Science?
**GROUNDING DEFINITIONS**

- **Allyship**, (v) – “an active, consistent, and arduous practice of unlearning and re-evaluation, in which a person in a position of privilege and power seeks to operate in solidarity with a marginalized group”
  - It is not an identity – rather an ongoing process of becoming
  - It is not self-defined – rather a recognition by the people we seek to ally ourselves with

_Sources:_
- [http://www.peernetbc.com/what-is-allyship](http://www.peernetbc.com/what-is-allyship)
- [https://theantioppressionnetwork.com/allyship](https://theantioppressionnetwork.com/allyship)
**GROUNDING DEFINITIONS**

- **Co-Conspirator** (v) – taking an active role in dismantling structures that oppresses an individual or group; forfeits or leverages power, privilege to transform our societal conditions; takes “responsibility for the power that we hold to transform our conditions” (Alicia Garza, BLM)

- he/she/they “understand how Whiteness and privilege work in our society and leverage their power, privilege, and resources in solidarity with justice movements to dismantle White supremacy.” (Dr. Bettina L. Love)

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**Sources:**
- https://movetoendviolence.org/blog/ally-co-conspirator-means-act-insolidarity/
- https://www.tolerance.org/magazine/ally-or-accomplice-the-language-of-activism
"The master’s tools, will never dismantle the master’s house" - Audre Lorde
"What we is more important than what we say or what we say we believe" - bell hooks
I cannot be a teacher without exposing who I am.

-Paulo Freire

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Recognizing that territorial boundaries are fluid and that documentation is disputed, I acknowledge and offer respect to the Traditional Custodians of the land on which I work and live, the Massachusetts Wampanoag, Nipmuc, and other Indigenous Peoples.
Today, I will greet the sun as my relative and give the morning my full attention.

I will say “I love you” into the mirror and draw my eyeliner extra straight.

I will not call myself fat because everything in my closet will look good on me.

I will rock my huge Latina hips like the blessing they are.

Watch out! I might even wear heels.

Today, I will not hand out one unnecessary apology. Today, I will be Chingona!

-Yreina Flores Ortiz

https://www.etsy.com/listing/9255389/la-chingona-original-inspirational
Diamond Y. Bravo, Ph.D.

“The most common way people give up their power is by thinking they don’t have any” Alice Walker
Hyung Chol (Brandon) Yoo, Ph.D.

So many institutions in our society need reinventing. The time has come for a new dream. That’s what being a revolutionary is.

Grace Lee Boggs  #BlackLivesMatter
Guiding Question #1:

How do you understand allyship and being a co-conspirator within the context of research, teaching/mentorship and service?
What opportunities and challenges have you experienced in your effort to be an ally and/or co-conspirator?
Guiding Question #3:

How might others become or sustain themselves as ally and/or co-conspirator?
Overarching: Takeaway Points for Individuals

**Becoming an Ally or Co-Conspirator in Developmental Science:**

- This work requires active reflection, sustained effort/action, vulnerability, and courage
- "Unlearn" racism and intersectional oppression
- Don’t be a “savior”
- Speak up on issues that harm/benefit BIPOC students, faculty, staff, community members
- Call out microaggressions & make amends when committing microaggressions
- Ask for feedback
- **Personal** - prepare for emotional work and acknowledge that you’re a “work in progress”
- **Social** - find and create affinity groups, spaces to vent freely, and ask questions
- **Structural** - identify ways to collaborate in interrogating and interrupting systems
Overarching: Takeaway Points for Faculty

_Becoming an Ally or Co-Conspirator in Developmental Science:_

- Don’t let BIPOC faculty be the “only” voice
- Uplift and make visible: read, incorporate, promote scholarship of BIPOCS
- Nominate BIPOC faculty for awards
- Co-author with diverse and emerging scholars
- Give credit and not appropriate ideas and actions authored by others, notably BIPOC and minoritized individuals.
- Interrogate your institutional missions and vision statements and/or value propositions
Overarching: Takeaway Points for Funders

Becoming an Ally or Co-Conspirator in Developmental Science:

- Encourage diverse methodological approaches in research
  - e.g., participatory action research (PAR), community-based participatory research (CBPR), interventions
- Encouraging diversity of researchers
  - e.g., ethnicity, levels (e.g., student, early, mid-career), type (university, community)
- Fund dissemination and translational work
- Consider deficit language and non-inclusive approaches in request for proposals (RFPs) and reviews
**Becoming an Ally or Co-Conspirator in Developmental Science**

**Submit Questions**

- Click the **Q&A icon** located in your Zoom Toolbar (located at the top or bottom of your screen).
- Type your question into the Q&A box and click **Send**.

![Zoom Q&A interface](Photo Source: Zoom)
Becoming an Ally or Co-Conspirator in Developmental Science

• Visit the Building an Antiracist Society on SRCD Commons
• Engage in discussion threads
• Share resources