



BECOMING AN ALLY AND CO-CONSPIRATOR IN DEVELOPMENTAL SCIENCE

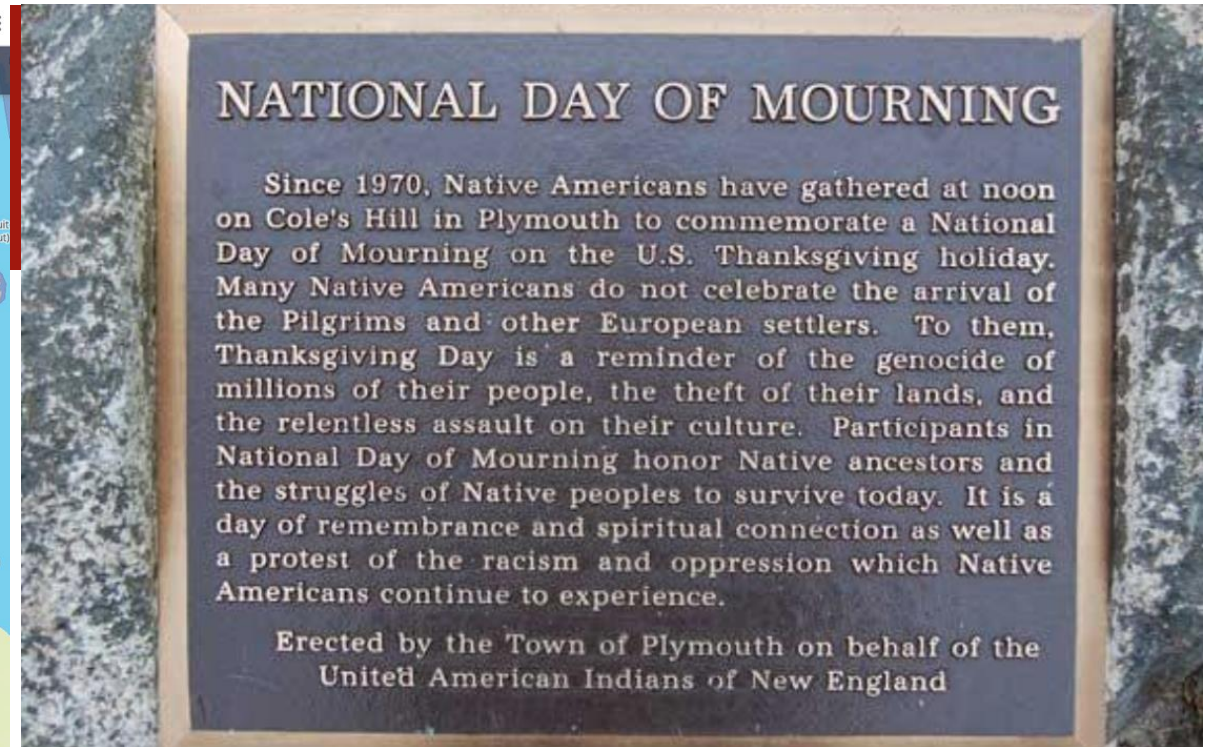
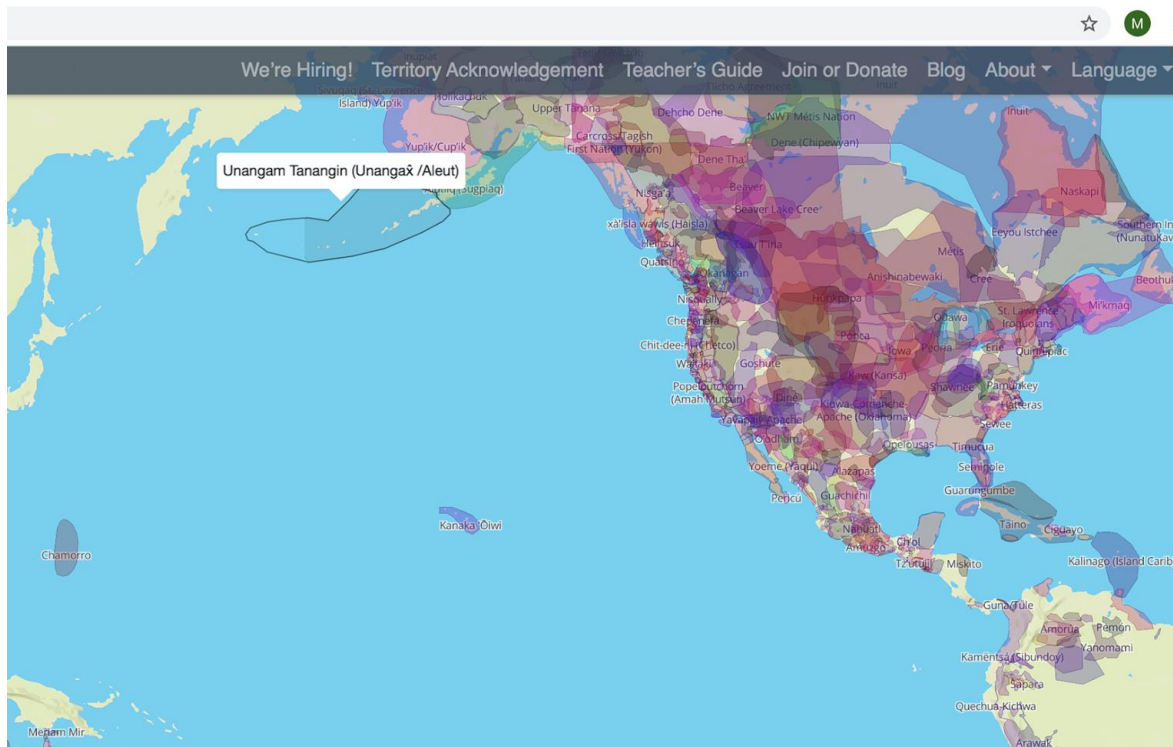
NOVEMBER 18, 2020

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, Fernandeano 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>,
<https://theantioppressionnetwork.com/allyship/>

GROUNDING DEFINITIONS

- **Co-Conspirator** (✓) –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*)

Sources:

<https://movetoendviolence.org/blog/ally-co-conspirator-means-act-insolidarity/>

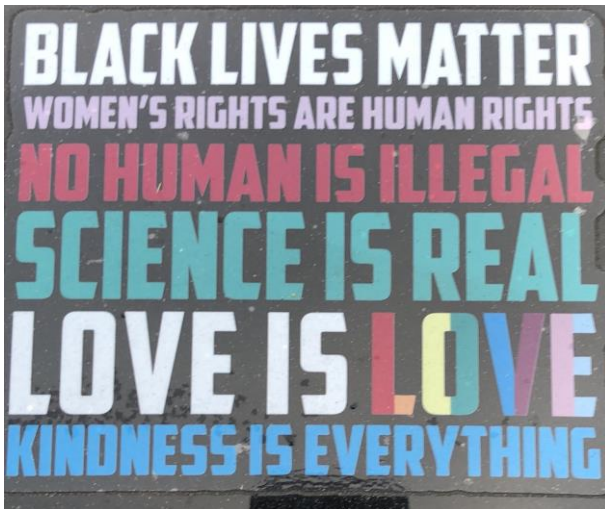
<https://www.tolerance.org/magazine/ally-or-accomplice-the-language-of-activism>

<https://www.edweek.org/ew/articles/2020/06/12/an-essay-for-teachers-who-understand-racism.html>

Lionel C. Howard, Ed.D., Assoc. Prof., George Washington University

"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



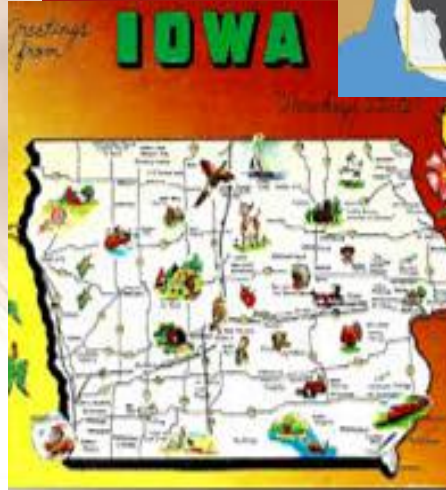
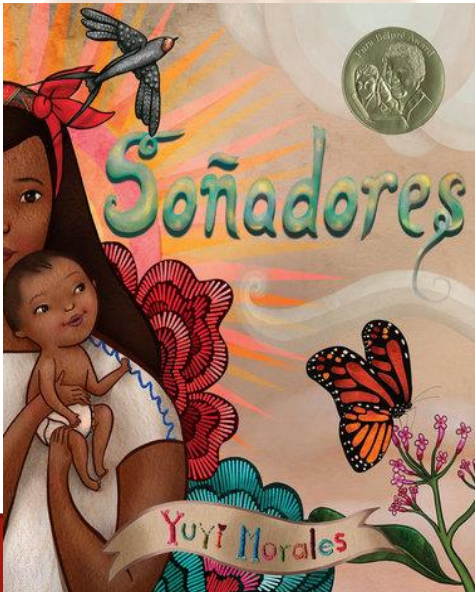
Black Lives Matter.
A complete sentence.



Mona M. Abo-Zena, Ph.D.

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 Massachusett Wampanoag, Nipmuck, and other Indigenous Peoples

Gabriela Chavira, Ph.D., Professor, Psychology

CSUN



*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.*

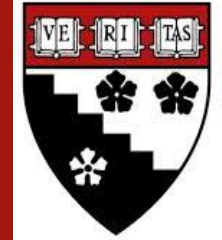
*Watch out!
I might even wear heels.*

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

-Yreina Flores Ortiz

<https://www.etsy.com/listing/92553389/la-chingona-original-inspirational>

Diamond Y. Bravo, Ph.D.



Harvard
Graduate School
of Education

"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?

Guiding Question #2

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

Question & Answer (Q&A)

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**.

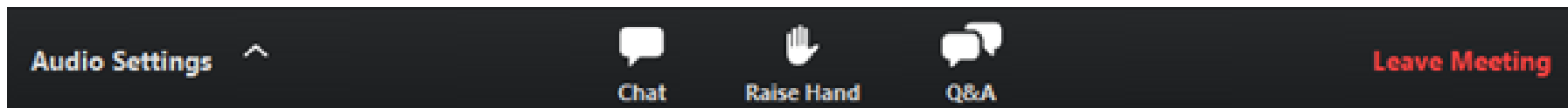


Photo Source: Zoom

Join the Conversation

Becoming an Ally or Co-Conspirator in Developmental Science

- Visit the [Building an Antiracist Society](#) on SRCD Commons
- Engage in discussion threads
- Share resources

commons.srccd.org

