

# **Reconciliation: Building Allyship Between Black Men and White Men**



**A Workshop in Diversity, Healing, & Transformation**

**Facilitated by:**



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**After Session Resources**

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***NW Diversity Learning Series***  
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## Core Objectives

Building a foundation for greater empathy and allyship among Black Men and White Men in order to:

1. Help men harness the positive aspects of masculinity
2. Eliminate the harm caused by patriarchy
3. Expand male leadership to be responsive, agile, and creative

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## What is Key in Understanding the Relationship between Black Men and White Men?

Patriarchy is: A male-dominated power structure throughout organized society and individual relationships that has a systemic bias against women, those who are gender non-conforming, and those who threaten the existing power structure.

- **Power:** men have power and privilege to which women are not entitled.
- **Society:** includes the entire relations of a community.
- **Individual relationships:** speaks to the individual relationships that exist that mirror larger inequities within society.
  - Men with/against women
  - Men with/against men

**Systemic Bias/White Supremacy:** beliefs, procedures, practices, and policies of institutions (or systems) that result in certain social groups being advantaged and other social groups being disadvantaged and devalued.

# Allyship

Allyship is a mindset by which a person actively fosters a relationship and consistently adopts behaviors and strategies to support a marginalized or under-represented group. Allyship can occur at four levels, each of which must be approached with intentionality in order to support equity.

All of these dimensions are interconnected. Strong allies work at all levels of allyship, and recognize that allyship should never obscure the lives, stories, and experiences of those who are members of the affected community.



As you think about allyship, ask yourself what you can do to be a good ally at each of these different levels. If you are a member of a marginalized group, what are some ways in which prospective allies could support you personally?

Societal: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Organizational: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Interpersonal: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Individual: \_\_\_\_\_

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## **Takeaways**

1. Men must do a better job of co-leading the planet.
  2. In order to lead the planet, men must heal themselves.
  3. In order to heal ourselves, men must let go of any ideas of separation.
  4. To release any thoughts of separation, White Men must recognize their privilege. Black Men must be open to the possibility.
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## **Final Thought**

In you I see myself...

I see my struggle

I see my pain

I see my hope

I see my liberation

I allow myself to dwell in you. I invite you to be one with me.

Together may we burnish hope. Together we are on the path to being free.

– J. Brown

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