



## ALLY

- The ally can be a member of the target group or not
- Being an ally can take many forms. If you witness an act of oppression, you may not necessarily feel safe or able to intervene in the moment, but you can take active steps to intervene in other ways (after the fact). For example, you might check in with the person who was targeted after the situation has passed, or engage in a movement.
- The impact an ally who also happens to be a member of the oppressing group can have on transforming a situation, can be far greater than if the ally happens to be a member of the oppressed group. Allyship must be survivor-centered and mindful to not replicate oppressive dynamics.
- Remember to take care of yourself first. Being an ally is usually not comfortable or easy, but it is important to honor your own needs as well.

**What might be some barriers for students of working class when engaging as an Ally? What are unique benefits working class students may bring to a situation of Allyship?**

## BYSTANDER

- The bystander is defined by inaction, complacency and passive participation.
- Being a bystander is a choice.
- Not all students have equal power as bystanders to become allies
- Has the potential to take on any of the other three roles depending on what action is taken

**Why do you think we slip into this role? How can you support working class students to examine their unique position with power/privilege and oppression?**

## TARGET

The target is simply the recipient of oppressive attitudes, actions, words, etc.

## OPPRESSOR

The oppressor can be defined as an individual, group or institution that engages in an act or acts of oppression toward another person or group. Each of us has the capacity to be an oppressor, and each and every one of us has taken on this role at some point in our lives, consciously or unconsciously.

**Pair & Share: Turn to a partner and share about a time when you oppressed another person/group. Discuss how you felt in the moment, afterward, and why you think you did it.**

